Saskatchewan
Human Resources
Labour and
Employment

Non-Wage Provisions in Saskatchewan Collective Agreements, 1988

Saskatchewan

Non-wage Provisions in Saskatchewan Collective Agreements 1988

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Foreword

This 16th annual publication provides current information on selected non-wage provisions in collective agreements which fall under provincial jurisdiction. The study is based on agreements filed between September 1987 and September 1988.

Although the analysis primarily attempts to accommodate employer and labour negotiators by providing more informed bargaining criteria, it is also of interest to those concerned with the scope of provincial industrial relations.

We hope that users view this report as timely, complete, consistent, unbiased and authoritative. We therefore welcome suggestions from users in order to provide the most complete and useful information possible.

We appreciate the co-operation of labour and employer representatives in supplying agreements and other information used in the study.

Introduction

This annual publication analyzes selected non-wage provisions in collective agreements which are filed with Saskatchewan Human Resources, Labour and Employment under the terms of **The Trade Union Act**.

The report includes an expanded summary table of five-year trends for selected provisions, 1988 data tables divided into 16 major provision sections, and three appendices which provide definitions by provision field number, a provision index by section, and a list of agreements included in the study.

The data tables in the study present the information in two ways - the number and per cent of agreements containing each provision and the number and per cent of employees covered by the provision analyzed. The employee-based analysis is usually the more accurate indicator of prevailing employment practices and working conditions.

Statistics on average wage settlements in Saskatchewan collective agreements are published in the Department's "Labour Report."

Inclusions and Exclusions

The agreements in this sample study were randomly selected from agreements filed between September 1987 and September 1988. The selected agreements had expiry dates beyond July 31, 1987 and covered at least five full-time employees. Approximately half of the agreements filed during the reference period are included in the sample.

Excluded from the analysis are agreements under federal jurisdiction and teacher agreements which are covered by **The Education Act**.

The following table (Table A) shows that the industry distribution of agreements in the sample is fairly representative of the industry distribution of all agreements in effect at December 1988 (Table B). A list of agreements included in the sample can be found in Appendix C.

Table A
Industry Distribution of Agreements in the Sample

Industry	Agreements Number	%	Full-time employees Number	%	Part-time employees
Manufacturing	42	27.6	2,656	27.3	113
Educational service	20	13.2	1,238	12.7	212
Government service	18	11.8	1,080	11.1	167
Communication and other utilities	1	0.7	968	10.0	15
Retail trade	11	7.2	959	9.9	1,409
Wholesale trade	19	12.5	940	9.7	73
Mining	4	2.6	478	4.9	19
Construction	4	2.6	408	4.2	0
Finance/insurance/real estate	6	3.9	369	3.8	46
Accommodation, food, beverage service	5	3.3	163	1.7	259
Other service	8	5.3	156	1.6	16
Logging/forestry	1	0.7	110	1.1	60
Health and social service	10	6.6	88	0.9	74
Business service	2	1.3	87	0.9	15
Transportation/storage	1	0.7	23	0.2	0
Total	152	100.0	9,723	100.0	2,478

Table B
Industry Distribution of All Agreements* in Effect at December 1988

Industry	Agreements Number	%	Full-time employees Number	%	Part-time employees
Health and social service	100	16.2	15,808	26.1	6,426
Government service	73	11.8	15,533	25.7	1,999
Manufacturing	145	23.5	7,293	12.0	273
Communication and other utilities	6	1.0	6,011	9.9	163
Educational service**	65	10.5	5,409	8.9	1,786
Mining	16	2.6	3,102	5.1	49
Retail trade	41	6.6	2,010	3.3	3,577
Finance/insurance/real estate	10	1.6	1,649	2.7	781
Wholesale trade	34	5.5	1,119	1.8	114
Construction***	52	8.4	964	1.6	4
Accommodation, food, beverage service	19	3.1	636	1.1	506
Other service	41	6.6	460	0.8	271
Business service	6	1.0	260	0.4	33
Logging/forestry	2	0.3	155	0.3	60
Transportation/storage	7	1.1	129	0.2	53
Agriculture and related service	1	0.2	8	0.0	1
Total	618	100.0	60,546	100.0	16,096

* Excludes federal jurisdiction agreements.
** Excludes teacher agreements.
*** The number of employees covered for most construction agreements is not available.

Limitations

a) The agreements analyzed in the annual studies beginning with 1984 comprise only a sample of all agreements in effect or filed during the time-frame of each study. The smaller sample size in the last four studies may therefore produce trend discrepancies for some provisions. The observed fluctuations may be attributable to the reduced sample size. For example, one or two agreements in the sample covering large numbers of employees would skew the per cent distribution of employees in their favour. The trend fluctuations for low-frequency provisions may also be due to the sample.

b) As some clauses are ambiguous or vague, the analysis of an agreement involves a certain degree of judgement and subjectivity. The interpretation the analyst places on the clause may therefore differ from the way in which it is actually applied. This is particularly evident when interpreting provisions for part-time workers. The interpretation of provisions as they relate to these workers is currently difficult because agreements are often unclear in this area. We therefore code the existence or application of these provisions only if specifically mentioned or clearly implied.

c) Agreements do not always contain references to every condition of employment in the workplace. This is particularly evident in the area of health and welfare provisions. Insurance and pension plans often exist without being included or mentioned in the agreements filed.

d) Agreements occasionally contain provisions which vary during the term of the agreement (e.g., length of service for vacation) or vary by type of employee, by occupational classification or by a number of other factors. Some fields contain coding options which indicate these variances. Otherwise, the provision affecting an identifiable majority of employees in the unit is coded.

Five-year Trends for Selected Provisions by Section

Section/ Field #	Provision	Per cent of employees 1984	1985	1986	1987	1988
Section 1						
0010	Term of agreement (% of total):*					
	12 months	24	9	5	4	2
	24 months	74	71	67	78	49
	More than 24 months	1	15	25	18	43
Section 2						
0120	Type of shop (% of mentioned):**					
	Modified union shop	94	78	91	84	72
	- with Rand Formula	37	50	39	54	36
	- without Rand Formula	57	28	52	30	36
Section 3						
1060	Maximum retention of seniority during layoff (% of specified):***					
	Less than one year	7	20	9	23	29
	One year	28	64	36	55	44
	More than one year	65	16	55	22	27
1070	Bumping rights					
	Mentioned (% of total)	77	55	66	65	47
1520	Notice of layoff					
	Mentioned (% of total)	86	84	83	80	71
	(% of specified):					
	Less than legislation	55	14	25	23	35
	Same as legislation	NA	33	16	14	55
	Exceeds legislation	NA	53	59	63	9
1540	Notice of termination					
	Mentioned (% of total)	67	46	47	25	41
	(% of specified):					
	Less than legislation	87	39	36	58	23
	Same as legislation	NA	46	12	40	61
	Exceeds legislation	NA	15	53	2	16
1660	Job protection (% of total):					
	Restriction on contracting out	10	18	18	33	24
	Restriction on work by non-bargaining unit employees	19	22	23	30	35

Five-year Trends for Selected Provisions by Section

Section/ Field #	Provision	Per cent of employees				
		1984	1985	1986	1987	1988
1700-1747	No-discrimination clause					
	(% of total)	NA	79	62	82	73
	By reason of (% of mentioned):					
	Age	NA	57	65	73	29
	Sex	NA	77	76	82	59
	Religious affiliation	NA	74	72	81	43
	Political affiliation	NA	68	64	61	37
	Marital status	NA	63	43	71	25
Section 4						
2100	Arbitration					
	(% of mentioned):					
	Single arbitrator	17	16	42	11	38
	Tripartite board	55	43	34	57	42
	Choice	10	39	6	26	11
180	No-strike/no-lockout clause					
	(% of total)	39	39	49	47	54
	During term of agreement	NA	NA	49	47	53
	Also while negotiating subsequent agreement	NA	NA	8	1	5
Section 5						
2540	Hours of work: non-office					
	(% of agreements specified/applicable):					
	Less than 40 hours	35	36	26	35	25
	40 hours	64	64	72	62	72
2600	Hours of work: office					
	(% of agreements specified/applicable):					
	Less than 40 hours	74	75	62	65	69
	40 hours	26	25	38	33	30
2640	Compressed work week					
	Mentioned (% of total)	84	65	68	77	54
	Type (% of mentioned):					
	5-4	NA	NA	NA	17	27
	5-5-4	NA	NA	NA	65	42
	10/12-hour shifts	NA	NA	NA	60	29

Five-year Trends for Selected Provisions by Section

Section/ Field #	Provision	Per cent of employees				
		1984	1985	1986	1987	1988
5000	Reporting pay guarantee					
	Mentioned (% of total)	48	60	70	65	66
	(% of specified):					
	Less than 4 hours	70	62	64	40	19
	4 hours	20	31	27	26	69
	More than 4 hours	9	7	9	34	12
Section 6						
3000	Daily overtime rate					
	(% of specified):					
	Time and one-half	6	8	9	5	22
	Double time	23	23	41	36	25
	Progressive rate - 1 1/2 to 2	71	69	49	59	53
	- After less than 3 hours	3	5	12	5	23
	- 3 hours	2	21	7	20	23
	- 4 hours	66	43	24	29	5
	- More than 4 hours	1	1	7	5	2
3040	Saturday/1st day of rest rate					
	(% of specified):					
	Time and one-half	5	7	16	9	30
	Double time	92	89	79	88	49
	Progressive rate - 1 1/2 to 2	3	4	5	2	21
3060	Sunday/ 2nd day of rest rate					
	(% of specified):					
	Time and one-half	1	5	1	3	7
	Double time	98	93	97	96	87
	Progressive rate - 1 1/2 to 2	1	1	2	1	4
3065	Holiday rate					
	(% of specified):					
	Time and one-half	74	20	12	15	33
	Double time	25	71	79	83	62
	Progressive rate - 1 1/2 to 2	1	6	6	1	4
3140	Meal/allowance during overtime					
	Mentioned (% of total)	9	25	28	29	49
5020	Call-back guarantee					
	Mentioned (% of total)	94	86	84	91	77
	(% of mentioned):					
	2 hours at overtime rates	75	56	56	62	24
	3 hours at overtime rates	7	18	8	8	14
	4 hours at overtime rates	6	6	12	8	14
	Overtime or 4 hours straight time	9	7	16	13	23

Five-year Trends for Selected Provisions by Section

Section/ Field #	Provision	Per cent of employees 1984	1985	1986	1987	1988
3160	Transportation/allowance on call back (% of total)	NA	32	40	46	15
Section 7						
3500	2nd shift differential					
	Mentioned (% of total)	96	88	82	91	77
	(% of specified):					
	Less than 60 cents	99	80	77	42	72
	60-69 cents	1	18	23	39	10
	70 cents or more	X	1	X	19	18
3530	3rd shift differential					
	Mentioned (% of total)	94	87	82	91	73
	(% of specified):					
	Less than 60 cents	97	79	75	41	69
	60-69 cents	1	19	24	37	11
	70 cents or more	2	2	1	22	20
3560	Higher service pay					
	Mentioned (% of total)	93	91	85	92	83
	Time requirement (% of mentioned):					
	No minimum	NA	22	10	15	33
	Less than 1 day	NA	8	20	16	16
	1 day	NA	35	25	41	22
	3 days	NA	6	33	12	12
3701-3799	Misc. premiums (% of total):					
	Responsibility (lead hand, etc)	59	37	47	41	33
	Stand-by	63	53	46	52	26
	Weekend	34	47	57	47	47
	Holiday	NA	35	25	47	7
Section 8						
4000	Number of paid holidays					
	(% of mentioned):					
	10 days	6	20	19	9	39
	11 days	87	72	70	86	46
	More than 11 days	7	4	8	5	15
4020	Non-legislated holidays					
	(% of mentioned in Field 4000):					
	Boxing Day	99	97	97	99	99
	Easter Monday	27	43	27	50	31
	Mid-winter (Feb)	13	2	27	5	4
	Floater(s) - negotiated	NA	6	16	15	6
	Floater(s) - personal	NA	10	X	12	10

Five-year Trends for Selected Provisions by Section

Section/ Field #	Provision	Per cent of employees 1984	1985	1986	1987	1988
Section 9						
4520	Four weeks' vacation					
	Service requirement (% of specified):					
	Less than 10 years	39	72	53	70	69
	10 years	61	28	47	30	31
4540	Five weeks' vacation					
	Service requirement (% of specified):					
	Less than 20 years	38	70	53	58	69
	20 years	59	27	43	40	22
	More than 20 years	3	3	4	2	9
4560	Six weeks' vacation					
	Service requirement (% of specified):					
	Less than 30 years	15	41	38	44	73
	30 years	85	59	62	56	27
4580	Seven weeks' vacation					
	Mentioned (% of total)	2	14	5	4	17
4620	Maximum vacation (% of specified):					
	4 weeks	NA	4	6	6	12
	5 weeks	NA	12	17	12	24
	6 weeks	NA	70	72	77	47
	7 weeks	NA	14	5	4	17
4760	Supplementary vacation					
	Mentioned (% of total)	49	20	14	29	32
4770	Deferred vacation by approved leave of absence					
	Mentioned (% of total)	84	70	63	76	45
4780	Vacation carry-over					
	Mentioned (% of total)	69	72	73	81	45
	Allowed (% of mentioned)	92	90	56	92	73
Section 10						
5130	Severance pay					
	Mentioned (% of total)	79	83	80	92	71
	When available (% of mentioned):					
	- layoff/termination due to technological change	29	9	49	73	51
	- more than one reason	59	56	32	NA	NA

Five-year Trends for Selected Provisions by Section

Section/ Field #	Provision	Per cent of employees 1984	1985	1986	1987	1988
5160	Severance pay calculation (% of mentioned):					
	One week's pay per year of service	29	16	22	39	41
	% of sick leave credits	14	21	7	15	12
	Combination of two or more	52	43	22	20	6
Section 11						
5500	COLA clause					
	Mentioned (% of total)	2	2	5	2	12
Section 12						
6000	Technological change clause					
	Mentioned (% of total)	51	74	70	82	60
Section 13						
6540	Paid sick leave					
	Mentioned (% of total)	99	99	99	98	96
	(% of mentioned):					
	15 days annual allowance	65	33	16	42	24
	Full/partial coverage by insurance plan	24	46	73	37	51
6560	Unlimited accumulation of sick-leave credits (% of mentioned in 6540)	2	17	7	11	20
6580	Conversion of unused sick-leave credits					
	Mentioned (% of total)	65	56	30	20	22
6600	Extended medical plan					
	Mentioned (% of total)	7	6	15	13	26
6640	Life insurance plan					
	Mentioned (% of total)	88	75	86	94	79
	Employer's contribution to premium (% of specified):					
	100%	79	83	76	90	73
	50%	14	13	21	9	22
6680	Accidental death and disability plan					
	Mentioned (% of total)	24	16	51	19	40
	Employer's contribution to premium (% of specified):					
	100%	86	63	76	82	84
	50%	9	15	23	17	13

Five-year Trends for Selected Provisions by Section

Section/ Field #	Provision	Per cent of employees 1984	1985	1986	1987	1988
6720	Long-term disability (LTD) plan					
	Mentioned (% of total)	48	63	80	74	43
	Employer's contribution to premium (% of specified):					
	100%	19	21	54	17	58
	50%	80	76	39	79	14
	Employee paid	NA	2	6	3	17
6740	LTD waiting period (% of specified)					
	17 weeks	NA	82	67	75	5
	26 weeks	NA	8	5	2	39
6780	LTD wage guarantee (% of specified)					
	51-64%	75	66	60	69	60
6800	Weekly indemnity plan					
	Mentioned (% of total)	26	49	68	48	49
	Employer's contribution to premium (% of specified):					
	100%	74	11	78	54	75
	50%	4	83	11	33	6
6840	Weekly indemnity plan Maximum duration of benefits (% of specified):					
	17 weeks	NA	7	27	62	2
	26 weeks	29	61	50	5	56
	More than 26 weeks	58	18	20	32	22
6860	Pension plan					
	Mentioned (% of total)	40	89	84	79	78
6920	Dental plan					
	Mentioned (% of total)	26	48	74	86	60
	Employer's contribution to premium (% of specified):					
	100%	90	43	90	70	82
	50%	3	10	8	6	11
6960	Optical plan					
	Mentioned (% of total)	8	5	5	11	14
6880	Early retirement					
	Mentioned (% of total)	43	8	17	33	9

Five-year Trends for Selected Provisions by Section

Section/ Field #	Provision	Per cent of employees 1984	1985	1986	1987	1988
6910	Mandatory retirement					
	Mentioned (% of total)	69	43	33	58	14
	With extensions (% of mentioned)	40	75	63	80	63
Section 14						
7500	Health and safety clause					
	Mentioned (% of total)	97	91	82	93	84
7520	Health and safety committee					
	Mentioned (% of total)	52	70	61	85	63
7730	VDT clause					
	Mentioned (% of total)	13	NA	NA	14	9
7840	Workers' Compensation supplement					
	Mentioned (% of total)	86	75	60	74	48
	Maximum duration (% of specified):					
	52 weeks	90	81	76	79	63
	Duration of disability	6	11	11	16	11
Section 15						
8000	Paid bereavement leave (immediate family)					
	Mentioned (% of total)	48	98	69	98	95
	Amount (% of specified):					
	3 days	65	68	65	74	83
8010	Paid bereavement leave (other relatives/non-relatives)					
	Mentioned (% of total)	16	31	17	27	51
8020	Paid compassionate leave					
	Mentioned (% of total)	67	35	50	53	35
8040	Personal leave (on good reason)					
	Mentioned (% of total)	95	87	79	97	69
8080/8090	Union-business leave					
	Mentioned (% of total):					
	General business	98	97	93	95	83
	Full-time position	87	72	65	74	68
8100	Negotiating leave					
	Mentioned (% of total):	28	26	42	26	47

Five-year Trends for Selected Provisions by Section

Section/ Field #	Provision	Per cent of employees 1984	1985	1986	1987	1988
8200	Unpaid adoption leave					
	Mentioned (% of total):	65	55	57	50	27
	Amount (% of specified):					
	6 weeks	8	28	24	15	18
	More than 6 weeks	92	72	76	85	82
	6 months	NA	NA	31	48	21
8220	Unpaid paternity leave					
	Mentioned (% of total):	64	51	44	36	26
	Amount (% of specified):					
	6 weeks	29	96	90	96	82
	More than 6 weeks	71	3	10	4	18
8420	Unpaid maternity leave					
	Mentioned (% of total):	91	87	79	88	64
	Service requirement (% of specified):					
	No minimum	NA	NA	57	56	24
	12 months	6	64	12	10	46
8260	Maternity leave					
	Amount (% of specified):					
	18 weeks	NA	21	7	12	29
	19-25 weeks	NA	17	7	10	35
	26 weeks	74	61	83	76	27
8340	Accumulation of seniority during maternity leave (% of specified)	35	65	29	89	42
8400	Paid jury duty/witness leave (% of total)	57	89	84	94	82
8420	Paid personal health-care leave (% of total)	NA	33	31	48	14
8550	Education leave (% of total)	51	51	27	49	40
Section 16						
9220	Clothing/allowance					
	Mentioned (% of total)	39	82	75	70	58
	No cost to employee (% of mentioned)	83	77	78	86	86
9240	Drycleaning/laundering					
	Mentioned (% of total)	28	44	43	40	28
	No cost to employee (% of mentioned)	91	93	73	80	80

Five-year Trends for Selected Provisions by Section

Section/ Field #	Provision	Per cent of employees				
		1984	1985	1986	1987	1988
9360	Mileage allowance					
	Mentioned (% of total)	79	60	55	43	34
	Rate (% of specified):					
	Less than 25 cents/mile	NA	1	51	4	11
	25 cents or more	NA	99	49	96	89
9410	Equal-pay clause (% of total)	42	24	6	13	19
9412	Affirmative action					
	Mentioned (% of total)	53	20	22	24	14
9413	Sexual harassment clause					
	(% of total)	41	1	5	13	9
9440	Joint union/management committee					
	(% of total)	NA	40	49	54	12
9460	Proration of benefits for part-time employees					
	Mentioned (% of total)	87	76	76	96	78

* All employees in the study are included in the calculation.

** Only those employees with agreements that mentioned the provision are included in the calculation.

*** Only those employees with agreements that mentioned the provision and specified the required details are included in the calculation.

NA Not available.

X Less than 0.5.

Data Tables

INDUSTRIAL COMPOSITE

SECTION 1
COLLECTIVE AGREEMENT INFORMATION

FIELD 0010 TERM OF AGREEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
LESS THAN 12 MONTHS	0	.00	0	.00
1 YEAR	16	10.53	238	2.45
MORE THAN 1 YEAR, LESS THAN 2	6	3.95	511	5.25
2 YEARS	81	53.29	4783	49.18
MORE THAN 2 YEARS	49	32.24	4193	43.12
T O T A L	152	100.00	9725	100.00

FIELD 0060 SIZE OF BARGAINING UNIT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
1 - 25 EMPLOYEES	82	53.95	1086	11.17
26 - 50 EMPLOYEES	23	15.13	866	8.90
51 - 100 EMPLOYEES	24	15.79	1720	17.69
101 - 200 EMPLOYEES	11	7.24	1548	15.92
201 - 500 EMPLOYEES	10	6.58	2814	28.94
501 - 1000 EMPLOYEES	2	1.32	1691	17.39
1001 - 5000 EMPLOYEES	0	.00	0	.00
MORE THAN 5000 EMPLOYEES	0	.00	0	.00
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

SECTION 2
MANAGEMENT RIGHTS AND UNION SECURITY

FIELD 0100 MANAGEMENT RIGHTS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	38	25.00	2304	23.69
MENTIONED, WITHOUT RESIDUAL RIGHTS	68	44.74	3668	37.72
MENTIONED, WITH RESIDUAL RIGHTS	46	30.26	3753	38.59
T O T A L	152	100.00	9725	100.00

FIELD 0120 TYPE OF SHOP

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	5	3.29	89	.92
CLOSED SHOP	2	1.32	82	.84
UNION SHOP	24	15.79	2564	26.37
MODIFIED UNION SHOP				
-WITHOUT RAND FORMULA CHECKOFF	44	28.95	3494	35.93
-WITH RAND FORMULA CHECKOFF	77	50.66	3496	35.95
OTHER	0	.00	0	.00
T O T A L	152	100.00	9725	100.00

FIELD 0160 RIGHT TO REFUSE TO CROSS PICKET LINES, HANDLE HOT CARGO

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	136	89.47	9266	95.28
CROSS PICKET LINES	9	5.92	211	2.17
HOT CARGOES	2	1.32	82	.84
BOTH	5	3.29	166	1.71
T O T A L	152	100.00	9725	100.00

SECTION 3
EMPLOYEE SECURITY

A. SENIORITY

FIELD 1060 MAXIMUM RETENTION OF SENIORITY DURING LAYOFF

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	31	20.39	1445	14.86
6 MONTHS OR LESS	24	15.79	1673	17.20
7-11 MONTHS	4	2.63	193	1.98
1 YEAR	59	38.82	2811	28.90
13 - 23 MONTHS	9	5.92	993	10.21
2 YEARS	13	8.55	682	7.01
MORE THAN 2 YEARS	3	1.97	78	.80
RELATED TO AMOUNT OF SENIORITY, NO MAXIMUM SPECIFIED	3	1.97	1048	10.78
MENTIONED BUT NOT SPECIFIED	3	1.97	758	7.79
OTHER	3	1.97	44	.45
T O T A L	152	100.00	9725	100.00

FIELD 1070 BUMPING RIGHTS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	117	76.97	5202	53.49
ALLOWED	35	23.03	4523	46.51
NOT ALLOWED	0	.00	0	.00
T O T A L	152	100.00	9725	100.00

FIELD 1120 SENIORITY RIGHTS FOR PART-TIME EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	105	69.08	5473	56.28
MENTIONED	47	30.92	4252	43.72
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

B. JOB PROTECTION & RELATED PROVISIONS

FIELD 1500 PROBATIONARY PERIOD FOR NEW EMPLOYEES (CALENDAR DAYS)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	10	6.58	389	4.00
LESS THAN 60 DAYS	22	14.47	1677	17.24
60 DAYS	15	9.87	382	3.93
61-89 DAYS	11	7.24	751	7.72
90 DAYS	59	38.82	3746	38.52
91-179 DAYS	8	5.26	418	4.30
180 DAYS	14	9.21	658	6.77
181-364 DAYS	2	1.32	441	4.53
365 DAYS	2	1.32	245	2.52
VARIES BY TYPE OF EMPLOYEE OR CIRCUMSTANCES	9	5.92	1018	10.47
OTHER	0	.00	0	.00
T O T A L	152	100.00	9725	100.00

FIELD 1560 PROBATIONARY PERIOD FOR PART-TIME EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	126	82.89	6730	69.20
EQUIVALENT TO FULL-TIME EMPLOYEES IN HOURS/DAYS WORKED	18	11.84	1495	15.37
LESS THAN FULL-TIME EQUIVALENT	2	1.32	127	1.31
MORE THAN FULL-TIME EQUIVALENT	2	1.32	1016	10.45
CANNOT DETERMINE	3	1.97	286	2.94
OTHER	1	.66	71	.73
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

FIELD 1510 TRIAL PERIOD AFTER PROMOTION, TRANSFER, RECLASSIFICATION, ETC. (CALENDAR DAYS)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	62	40.79	2615	26.89
LESS THAN 60 DAYS	35	23.03	1645	16.92
60 DAYS	14	9.21	338	3.48
61-89 DAYS	1	.66	48	.49
90 DAYS	25	16.45	2985	30.69
91-179 DAYS	2	1.32	237	2.44
180 DAYS	7	4.61	750	7.71
181-364 DAYS	0	.00	0	.00
365 DAYS	1	.66	13	.13
VARIES BY TYPE OF EMPLOYEE OR CIRCUMSTANCES	5	3.29	1094	11.25
OTHER	0	.00	0	.00
T O T A L	152	100.00	9725	100.00

FIELD 1520 NOTICE OF LAYOFF

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	51	33.55	2782	28.61
LESS THAN LABOUR STANDARDS	33	21.71	2325	23.91
SAME AS LABOUR STANDARDS	42	27.63	3646	37.49
BETTER THAN LABOUR STANDARDS	13	8.55	610	6.27
STATES 'ACCORDING TO LEGISLATION'	12	7.89	354	3.64
OTHER	1	.66	8	.08
T O T A L	152	100.00	9725	100.00

FIELD 1540 NOTICE OF TERMINATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	86	56.58	5725	58.87
LESS THAN LABOUR STANDARDS	20	13.16	814	8.37
SAME AS LABOUR STANDARDS	32	21.05	2110	21.70
BETTER THAN LABOUR STANDARDS	5	3.29	553	5.69
STATES 'ACCORDING TO LEGISLATION'	9	5.92	523	5.38
OTHER	0	.00	0	.00
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

FIELD 1580 NOTICE OF LAYOFF OR TERMINATION FOR PART-TIME EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	146	96.05	9294	95.57
PROVISION FOR: LAYOFF NOTICE	1	.66	35	.36
TERMINATION NOTICE	0	.00	0	.00
BOTH	2	1.32	248	2.55
NOT ENTITLED TO EITHER ONE	3	1.97	148	1.52
T O T A L	152	100.00	9725	100.00

FIELD 1570 MISCELLANEOUS PART-TIME PROVISIONS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
1570 ELIGIBLE FOR WAGE INCREMENTS	22	14.47	2667	27.42
1572 RESTRICTION ON EMPLOYMENT/USE OF PART-TIME EMPLOYEES	10	6.58	1801	18.52
1573 AUTOMATIC RECLASSIFICATION TO FULL-TIME/PERMANENT STATUS AFTER SPECIFIED TIME PERIOD	10	6.58	842	8.66

FIELD 1575 RESTRICTION ON LENGTH OF TEMPORARY APPOINTMENTS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	130	85.53	6278	64.56
LESS THAN 6 MONTHS	12	7.89	1144	11.76
6 MONTHS	3	1.97	512	5.26
7-11 MONTHS	1	.66	361	3.71
1 YEAR	4	2.63	390	4.01
MORE THAN 1 YEAR	0	.00	0	.00
OTHER	2	1.32	1040	10.69
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

FIELD 1600 ALTERNATE EMPLOYMENT FOR OLDER OR HANDICAPPED EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	108	71.05	5420	55.73
MENTIONED	44	28.95	4305	44.27
T O T A L	152	100.00	9725	100.00

FIELD 1660 JOB PROTECTION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	74	48.68	5243	53.91
RESTRICTIONS ON CONTRACTING OUT	19	12.50	1124	11.56
RESTRICTIONS ON WORK BY NON-BARGAINING UNIT EMPLOYEES	37	24.34	2151	22.12
BOTH	22	14.47	1207	12.41
T O T A L	152	100.00	9725	100.00

NO DISCRIMINATION:

FIELD 1700 (A) NO DISCRIMINATION CLAUSE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	40	26.32	2604	26.78
MENTIONED	112	73.68	7121	73.22
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

FIELD 1730 (B) BY REASON OF:

		AGREEMENTS		EMPLOYEES	
		NO.	%	NO.	%
1730	AGE	47	30.92	2055	21.13
1731	SEX	71	46.71	4211	43.30
1732	RACE/ETHNIC ORIGIN/ANCESTRY	72	47.37	4203	43.22
1733	CREED	60	39.47	2934	30.17
1734	COLOUR	73	48.03	4215	43.34
1735	NATIONAL ORIGIN/PLACE OF ORIGIN	57	37.50	2997	30.82
1736	RELIGIOUS AFFILIATION/BELIEFS	58	38.16	3029	31.15
1737	POLITICAL AFFILIATION/BELIEFS	46	30.26	2647	27.22
1738	POLITICAL ACTIVITY	5	3.29	269	2.77
1739	SEXUAL ORIENTATION/PREFERENCE	12	7.89	584	6.01
1740	MARITAL STATUS	38	25.00	1804	18.55
1741	FAMILY RELATIONSHIP	6	3.95	276	2.84
1742	PLACE OF RESIDENCE	16	10.53	471	4.84
1743	PHYSICAL HANDICAP/DISABILITY	17	11.18	1131	11.63
1744	MEMBERSHIP/NON-MEMBERSHIP IN UNION	69	45.39	4368	44.92
1745	UNION ACTIVITY	66	43.42	4822	49.58
1746	"OR ANY OTHER REASON"	14	9.21	580	5.96
1748	STATES 'ACCORDING TO HUMAN RIGHTS CODE'	7	4.61	396	4.07
1747	OTHER	9	5.92	906	9.32

SECTION 4
GRIEVANCE PROCEDURE

FIELD 2100 ARBITRATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	3	1.97	336	3.46
STATES 'ACCORDING TO LEGISLATION'	19	12.50	801	8.24
SINGLE ARBITRATOR	31	20.39	3605	37.07
ARBITRATION BOARD (TRIPARTITE)	90	59.21	3976	40.88
CHOICE OF ALTERNATIVES	9	5.92	1007	10.35
MENTIONED BUT NOT SPECIFIED	0	.00	0	.00
OTHER	0	.00	0	.00
T O T A L	152	100.00	9725	100.00

FIELD 2120 SPECIFIC ARBITRATORS OR CHAIRMAN OF ARBITRATION BOARD

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	127	83.55	6338	65.17
NAMED IN AGREEMENT	24	15.79	3377	34.72
LIST MENTIONED, NAME(S) NOT SPECIFIED	1	.66	10	.10
T O T A L	152	100.00	9725	100.00

FIELD 0180 NO-STRIKE/NO LOCK-OUT CLAUSE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	54	35.53	4506	46.33
APPLIES-DURING TERM OF AGREEMENT	89	58.55	4723	48.57
-WHILE NEGOTIATING SUBSEQUENT AGREEMENT	1	.66	94	.97
BOTH	8	5.26	402	4.13
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

FIELD 2140 REMOVAL OF ADVERSE REPORTS FROM EMPLOYEE RECORDS (NO RECURRENCE OF INFRACTION)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	103	67.76	5131	52.76
LESS THAN ONE YEAR	2	1.32	30	.31
ONE YEAR	19	12.50	1655	17.02
13 TO 23 MONTHS	12	7.89	682	7.01
TWO YEARS	7	4.61	1278	13.14
25 TO 35 MONTHS	0	.00	0	.00
THREE YEARS	1	.66	13	.13
MORE THAN 3 YEARS	1	.66	20	.21
VARIES DEPENDING ON CIRCUMSTANCES	7	4.61	916	9.42
OTHER	0	.00	0	.00
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

SECTION 5
HOURS OF WORK

AVERAGE/NORMAL WEEKLY HOURS:

FIELD 2540 (A) NON-OFFICE EMPLOYEES

	AGREEMENTS NO.	%
NOT MENTIONED/SPECIFIED	2	1.32
LESS THAN 36 HOURS	4	2.63
36:00-36:59	3	1.97
37:00-37:59	13	8.55
38:00-38:59	6	3.95
39:00-39:59	9	5.92
40 HOURS	99	65.13
MORE THAN 40 HOURS	4	2.63
NOT APPLICABLE	9	5.92
OTHER	3	1.97
T O T A L	152	100.00

FIELD 2600 (B) OFFICE EMPLOYEES

	AGREEMENTS NO.	%
NOT MENTIONED/SPECIFIED	1	.66
LESS THAN 36 HOURS	15	9.87
36:00-36:59	5	3.29
37:00-37:59	22	14.47
38:00-38:59	3	1.97
39:00-39:59	4	2.63
40 HOURS	21	13.82
MORE THAN 40 HOURS	1	.66
NOT APPLICABLE	78	51.32
OTHER	2	1.32
T O T A L	152	100.00

INDUSTRIAL COMPOSITE

COMPRESSED WORK WEEK (INCLUDING BANKING):

FIELD 2640 (A) PARTICIPATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
COMPRESSED WORK WEEK NOT MENTIONED	112	73.68	4471	45.97
APPLIES TO ALL EMPLOYEES	12	7.89	1279	13.15
APPLIES TO SOME EMPLOYEES	18	11.84	3094	31.81
CANNOT DETERMINE	10	6.58	881	9.06
OTHER	0	.00	0	.00
T O T A L	152	100.00	9725	100.00

FIELD 2801 (B) TYPE(S) OF COMPRESSED WORK WEEK

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
2801 5-4	4	2.63	1434	14.75
2802 5-5-4	9	5.92	2194	22.56
2803 5-5-5-4	2	1.32	87	.89
2813 10-HOUR SHIFTS	11	7.24	1422	14.62
2814 12-HOUR SHIFTS	1	.66	101	1.04
2805 OTHER BANKING SCHEDULE	5	3.29	473	4.86
2806 SEASONAL ONLY	1	.66	38	.39
2807 DAY OFF IS FRIDAY	1	.66	105	1.08
2808 DAY OFF IS MONDAY	1	.66	13	.13
2809 DAY OFF IS ANOTHER SPECIFIED/ PREDETERMINED DAY	3	1.97	232	2.39
2815 DAY OFF IS SCHEDULED NEXT TO DAYS OF REST	1	.66	232	2.39
2810 DAY OFF IS SCHEDULED WITHIN SPECIFIED TIME PERIOD	21	13.82	2213	22.76
2811 DAYS OR TIME OFF MAY BE BANKED OR CARRIED OVER	12	7.89	1954	20.09
2812 NO FOUR-DAY WEEKENDS	5	3.29	1329	13.67

INDUSTRIAL COMPOSITE

FIELD 2680 DAILY PAID REST PERIODS (COFFEE BREAKS)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	48	31.58	2778	28.57
10 MIN. TWICE A DAY	15	9.87	862	8.86
12 MIN. TWICE A DAY	2	1.32	51	.52
15 MIN. TWICE A DAY	76	50.00	4888	50.26
20 MIN. TWICE A DAY	3	1.97	56	.58
MENTIONED BUT NOT SPECIFIED	2	1.32	376	3.87
OTHER	6	3.95	714	7.34
T O T A L	152	100.00	9725	100.00

FIELD 2700 REST PERIOD(S) BEFORE OR DURING OVERTIME

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	111	73.03	7159	73.61
MENTIONED	41	26.97	2566	26.39
T O T A L	152	100.00	9725	100.00

FIELD 2710 PAID REST PERIODS FOR PART-TIME EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	131	86.18	8317	85.52
ENTITLED ON THE SAME BASIS AS FULL-TIME EMPLOYEES BASED ON HOURS WORKED	21	13.82	1408	14.48
NOT ENTITLED	0	.00	0	.00
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

FIELD 5000 REPORTING PAY GUARANTEE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	77	50.66	3299	33.92
2 HOURS	4	2.63	277	2.85
3 HOURS	10	6.58	773	7.95
4 HOURS	41	26.97	3936	40.47
MORE THAN 4 HOURS	0	.00	0	.00
FULL SHIFT	11	7.24	703	7.23
DEPENDS ON WHETHER EMPLOYEE WORKS	8	5.26	560	5.76
OTHER	1	.66	177	1.82
T O T A L	152	100.00	9725	100.00

FIELD 2760 CALL-IN PAY GUARANTEE FOR PART-TIME EMPLOYEES (EXCLUDING STUDENTS)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	139	91.45	8584	88.27
LESS THAN 3 HOURS	1	.66	13	.13
3 HOURS	5	3.29	489	5.03
4 HOURS	7	4.61	639	6.57
MORE THAN 4 HOURS	0	.00	0	.00
VARIES DEPENDING ON WHETHER EMPLOYEE WORKS OR OTHER CIRCUMSTANCES	0	.00	0	.00
OTHER	0	.00	0	.00
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

SECTION 6
OVERTIME PAY

FIELD 3000 RATE AFTER NORMAL DAILY HOURS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	9	5.92	293	3.01
SINGLE RATES:				
TIME AND ONE-HALF	50	32.89	1935	19.90
TIME AND THREE-QUARTERS	1	.66	23	.24
DOUBLE TIME	18	11.84	2224	22.87
MORE THAN DOUBLE TIME	1	.66	15	.15
PROGRESSIVE RATES:				
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER:				
1 HOUR	1	.66	42	.43
2 HOURS	17	11.18	2056	21.14
3 HOURS	31	20.39	2071	21.30
4 HOURS	18	11.84	480	4.94
MORE THAN 4 HOURS	2	1.32	134	1.38
INITIAL RATE MORE THAN 1 1/2 FOLLOWED BY A HIGHER RATE	0	.00	0	.00
INITIAL RATE FOLLOWED BY TWO HIGHER PROGRESSIVE RATES	0	.00	0	.00
VARIES BY TYPE OF EMPLOYEE	1	.66	232	2.39
CANNOT DETERMINE	0	.00	0	.00
STATES 'ACCORDING TO LEGISLATION'	1	.66	16	.16
OTHER	2	1.32	204	2.10
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

FIELD 3040 RATE ON SATURDAY OR FIRST DAY OF REST

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	44	28.95	2140	22.01
SINGLE RATES:				
TIME AND ONE-HALF	34	22.37	2177	22.39
TIME AND THREE-QUARTERS	0	.00	0	.00
DOUBLE TIME	41	26.97	3553	36.53
MORE THAN DOUBLE TIME	0	.00	0	.00
PROGRESSIVE RATES:				
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER:				
1 HOUR	0	.00	0	.00
2 HOURS	3	1.97	190	1.95
3 HOURS	11	7.24	929	9.55
4 HOURS	12	7.89	365	3.75
MORE THAN 4 HOURS	3	1.97	97	1.00
INITIAL RATE MORE THAN 1 1/2 FOLLOWED BY A HIGHER RATE	0	.00	0	.00
INITIAL RATE FOLLOWED BY TWO HIGHER PROGRESSIVE RATES	0	.00	0	.00
VARIES BY TYPE OF EMPLOYEE	0	.00	0	.00
CANNOT DETERMINE	0	.00	0	.00
STATES 'ACCORDING TO LEGISLATION'	1	.66	16	.16
OTHER	3	1.97	258	2.65
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

FIELD 3060 RATE ON SUNDAY OR SECOND DAY OF REST

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	42	27.63	2110	21.70
SINGLE RATES:				
TIME AND ONE-HALF	14	9.21	539	5.54
TIME AND THREE-QUARTERS	0	.00	0	.00
DOUBLE TIME	83	54.61	6379	65.59
MORE THAN DOUBLE TIME	3	1.97	175	1.80
PROGRESSIVE RATES:				
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER:				
1 HOUR	0	.00	0	.00
2 HOURS	2	1.32	179	1.84
3 HOURS	1	.66	32	.33
4 HOURS	4	2.63	64	.66
MORE THAN 4 HOURS	0	.00	0	.00
INITIAL RATE MORE THAN 1 1/2 FOLLOWED BY A HIGHER RATE	0	.00	0	.00
INITIAL RATE FOLLOWED BY TWO HIGHER PROGRESSIVE RATES	0	.00	0	.00
VARIES BY TYPE OF EMPLOYEE	0	.00	0	.00
CANNOT DETERMINE	0	.00	0	.00
STATES 'ACCORDING TO LEGISLATION'	1	.66	16	.16
OTHER	2	1.32	231	2.38
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

FIELD 3065 RATE ON PAID HOLIDAYS (UNSCHEDULED)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	36	23.68	1366	14.05
SINGLE RATES:				
TIME AND ONE-HALF	50	32.89	2678	27.54
TIME AND THREE-QUARTERS	1	.66	23	.24
DOUBLE TIME	51	33.55	4996	51.37
MORE THAN DOUBLE TIME	2	1.32	76	.78
PROGRESSIVE RATES:				
TIME AND ONE-HALF INCREASED TO DOUBLE TIME AFTER:				
1 HOUR	0	.00	0	.00
2 HOURS	1	.66	201	2.07
3 HOURS	3	1.97	54	.56
4 HOURS	1	.66	13	.13
MORE THAN 4 HOURS	2	1.32	22	.23
INITIAL RATE MORE THAN 1 1/2 FOLLOWED BY A HIGHER RATE	0	.00	0	.00
INITIAL RATE FOLLOWED BY TWO HIGHER PROGRESSIVE RATES	0	.00	0	.00
VARIES BY TYPE OF EMPLOYEE	1	.66	48	.49
CANNOT DETERMINE	1	.66	35	.36
STATES 'ACCORDING TO LEGISLATION'	1	.66	16	.16
OTHER	2	1.32	197	2.03
T O T A L	152	100.00	9725	100.00

FIELD 3070 NO LAYOFF OR REDUCTION OF HOURS TO COMPENSATE FOR OVERTIME

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	112	73.68	7341	75.49
MENTIONED	40	26.32	2384	24.51
T O T A L	152	100.00	9725	100.00

FIELD 3080 CHOICE OF TIME OFF OR PAY AT APPLICABLE OVERTIME RATES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	119	78.29	6606	67.93
MENTIONED	33	21.71	3119	32.07
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

FIELD 3140 MEAL OR MEAL ALLOWANCE ON OVERTIME, CALLBACK, ETC.

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	98	64.47	4981	51.22
LESS THAN $4	6	3.95	159	1.63
$4 TO $4.99	6	3.95	319	3.28
$5 TO $5.99	7	4.61	138	1.42
$6 TO $6.99	5	3.29	224	2.30
$7 TO $7.99	4	2.63	68	.70
$8 TO $8.99	3	1.97	737	7.58
$9.00 OR MORE	1	.66	110	1.13
MEAL PROVIDED, AMOUNT NOT SPECIFIED	21	13.82	2962	30.46
OTHER	1	.66	27	.28
T O T A L	152	100.00	9725	100.00

FIELD 5020 CALL-BACK PAY GUARANTEE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	50	32.89	2217	22.80
GREATER OF 3 HOURS OR HOURS WORKED AT OVERTIME RATES	6	3.95	568	5.84
GREATER OF 4 HOURS OR HOURS WORKED AT OVERTIME RATES	16	10.53	1759	18.09
2 HOURS	2	1.32	54	.56
3 HOURS	3	1.97	73	.75
4 HOURS	7	4.61	917	9.43
2 HOURS AT OVERTIME RATES	20	13.16	1773	18.23
3 HOURS AT OVERTIME RATES	25	16.45	1069	10.99
4 HOURS AT OVERTIME RATES	15	9.87	1064	10.94
OTHER	8	5.26	231	2.38
T O T A L	152	100.00	9725	100.00

FIELD 3160 TRANSPORTATION/ALLOWANCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	144	94.74	8243	84.76
ON CALL-BACK/OVERTIME	4	2.63	1208	12.42
FOR CERTAIN SHIFTS/HOURS	3	1.97	42	.43
BOTH	1	.66	232	2.39
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

FIELD 3180 OVERTIME PAY FOR PART-TIME EMPLOYEES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	136	89.47	8085	83.14
OVERTIME RATES APPLY FOR HOURS WORKED IN EXCESS OF:				
-REGULAR DAILY/WEEKLY FULL-TIME HOURS	13	8.55	657	6.76
-SCHEDULED OR POSTED PART-TIME HOURS	2	1.32	15	.15
OTHER	1	.66	968	9.95
T O T A L	152	100.00	9725	100.00

SECTION 7
PREMIUM PAY

FIELD 3500 SECOND SHIFT DIFFERENTIAL

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	62	40.79	2249	23.13
CENTS PER HOUR:				
LESS THAN 20	1	.66	177	1.82
20-39	19	12.50	1740	17.89
40-49	23	15.13	1291	13.28
50-59	14	9.21	987	10.15
60-69	6	3.95	594	6.11
70-79	11	7.24	999	10.27
80 OR MORE	2	1.32	38	.39
FLAT AMOUNT PER SHIFT	4	2.63	269	2.77
PERCENT OF REGULAR PAY	3	1.97	1016	10.45
REDUCED HOURS AT FULL PAY	1	.66	23	.24
COMBINATION	4	2.63	163	1.68
OTHER	2	1.32	179	1.84
T O T A L	152	100.00	9725	100.00

FIELD 3520 THIRD SHIFT DIFFERENTIAL

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	68	44.74	2583	26.56
CENTS PER HOUR:				
LESS THAN 20	1	.66	177	1.82
20-39	14	9.21	1329	13.67
40-49	13	8.55	772	7.94
50-59	19	12.50	1649	16.96
60-69	8	5.26	637	6.55
70-79	12	7.89	1039	10.68
80 OR MORE	4	2.63	96	.99
FLAT AMOUNT PER SHIFT	3	1.97	68	.70
PERCENT OF REGULAR PAY	3	1.97	1016	10.45
REDUCED HOURS AT FULL PAY	1	.66	23	.24
COMBINATION	4	2.63	157	1.61
OTHER	2	1.32	179	1.84
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

FIELD 3560 HIGHER SERVICE PAY: MINIMUM TIME REQUIREMENT TO QUALIFY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	42	27.63	1613	16.59
NO MINIMUM SPECIFIED	36	23.68	2679	27.55
LESS THAN ONE DAY	14	9.21	1305	13.42
ONE DAY	26	17.11	1800	18.51
TWO DAYS	4	2.63	154	1.58
THREE DAYS	10	6.58	935	9.61
MORE THAN THREE DAYS	13	8.55	761	7.83
VARIES DEPENDING ON CIRCUMSTANCES	7	4.61	478	4.92
OTHER	0	.00	0	.00
T O T A L	152	100.00	9725	100.00

FIELD 3701 MISCELLANEOUS PREMIUMS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
3701 RESPONSIBILITY (LEAD/CHARGE HAND, ACTING FOREMAN/ SUPERVISOR,ETC)	42	27.63	3245	33.37
3702 STAND-BY/ON-CALL	16	10.53	2559	26.31
3703 HAZARDOUS WORK	10	6.58	1559	16.03
3704 DIRTY WORK	6	3.95	760	7.81
3705 WEEKEND (SAT/SUN) OR CONSECUTIVE WEEKEND (SCHEDULED)	26	17.11	4524	46.52
3706 SCHEDULED WORK ON PAID HOLIDAY	14	9.21	674	6.93
3707 LONG SERVICE	11	7.24	1243	12.78
3708 SAFETY (1ST AID/FIRE CREW ETC)	6	3.95	584	6.01
3709 INSTRUCTOR/TRAINER	4	2.63	514	5.29
3710 SPECIAL QUALIFICATIONS (TRADE/ SKILL/CRAFT CERTIFICATE, ETC)	11	7.24	984	10.12
3799 OTHER PREMIUM(S)	23	15.13	2291	23.56

INDUSTRIAL COMPOSITE

SECTION 8
STATUTORY/PAID HOLIDAYS

FIELD 4000 NUMBER OF PAID HOLIDAYS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	0	.00	0	.00
9 DAYS	4	2.63	55	.57
9 1/2 DAYS	0	.00	0	.00
10 DAYS	73	48.03	3770	38.77
10 1/2 DAYS	1	.66	24	.25
11 DAYS	50	32.89	4454	45.80
11 1/2 DAYS	0	.00	0	.00
12 DAYS	15	9.87	787	8.09
12 1/2 DAYS	0	.00	0	.00
13 DAYS	4	2.63	206	2.12
13 1/2 DAYS	0	.00	0	.00
14 DAYS	2	1.32	57	.59
14 1/2 DAYS	0	.00	0	.00
15 DAYS OR MORE	3	1.97	372	3.83
OTHER	0	.00	0	.00
T O T A L	152	100.00	9725	100.00

FIELD 4020 NON-LEGISLATED HOLIDAYS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
BOXING DAY	145	95.39	9610	98.82
NEW YEAR'S EVE -1/2 DAY	4	2.63	234	2.41
-1 DAY	7	4.61	885	9.10
CHRISTMAS EVE -1/2 DAY	5	3.29	258	2.65
-1 DAY	10	6.58	786	8.08
EASTER MONDAY	31	20.39	3027	31.13
EMPLOYEE'S BIRTHDAY	2	1.32	31	.32
MID-WINTER HOLIDAY (FEBRUARY)	6	3.95	353	3.63
FLOATING HOLIDAY, NEGOTIATED BETWEEN UNION/EMPLOYER:				
-1 DAY	12	7.89	566	5.82
-MORE THAN 1 DAY	0	.00	0	.00
YEAR-END HOLIDAYS-1 DAY	1	.66	27	.28
-MORE THAN 1 DAY	3	1.97	41	.42
HERITAGE DAY	5	3.29	175	1.80
FLOATING/PERSONAL HOLIDAY (EMPLOYEE CHOICE):				
-1 DAY	14	9.21	648	6.66
-MORE THAN 1 DAY	3	1.97	367	3.77
OTHER	12	7.89	867	8.92

INDUSTRIAL COMPOSITE

FIELD 4200 HOLIDAY PAY FOR PART-TIME EMPLOYEES

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	126	82.89	8357	85.93
SPECIFIED PERCENTAGE OF EARNINGS IN EACH PAY PERIOD	0	.00	0	.00
STATES "ACCORDING TO LEGISLATION"	5	3.29	219	2.25
BASED ON HOURS WORKED:				
-IN PRECEDING, CONTINUOUS, SPECIFIED NUMBER OF WEEKS OF WORK (IE. 2-4 WEEKS)	12	7.89	700	7.20
-ON SPECIFIED NUMBER OF PRECEDING DAYS WHICH BEAR THE SAME NAME AS THE DAY THE HOLIDAY OCCURS	5	3.29	263	2.70
THE GREATER OF TWO OR MORE OF THE ABOVE	1	.66	90	.93
OTHER	3	1.97	96	.99
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

SECTION 9
PAID VACATION

SERVICE REQUIREMENT FOR:

FIELD 4500 (A) THREE WEEKS' VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	3	1.97	72	.74
1 YEAR	125	82.24	8766	90.14
MORE THAN 1 YEAR	0	.00	0	.00
STATES 'ACCORDING TO LEGISLATION'	23	15.13	877	9.02
OTHER	1	.66	10	.10
T O T A L	152	100.00	9725	100.00

FIELD 4520 (B) FOUR WEEKS' VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	3	1.97	72	.74
1 - 4 YEARS	4	2.63	94	.97
5 YEARS	12	7.89	1186	12.20
6 YEARS	3	1.97	26	.27
7 YEARS	9	5.92	598	6.15
8 YEARS	41	26.97	3221	33.12
9 YEARS	19	12.50	946	9.73
10 YEARS	40	26.32	2782	28.61
MORE THAN 10 YEARS	0	.00	0	.00
STATES 'ACCORDING TO LEGISLATION'	20	13.16	790	8.12
OTHER	1	.66	10	.10
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

FIELD 4540 (C) FIVE WEEKS' VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	33	21.71	1216	12.50
LESS THAN 10 YEARS	3	1.97	25	.26
10-14 YEARS	31	20.39	2833	29.13
15 YEARS	14	9.21	959	9.86
16 YEARS	3	1.97	262	2.69
17 YEARS	6	3.95	227	2.33
18 YEARS	16	10.53	1385	14.24
19 YEARS	6	3.95	186	1.91
20 YEARS	23	15.13	1901	19.55
MORE THAN 20 YEARS	17	11.18	731	7.52
OTHER	0	.00	0	.00
T O T A L	152	100.00	9725	100.00

FIELD 4560 (D) SIX WEEKS' VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	95	62.50	3466	35.64
LESS THAN 20 YEARS	18	11.84	1625	16.71
20-24 YEARS	8	5.26	769	7.91
25 YEARS	14	9.21	2088	21.47
26 YEARS	0	.00	0	.00
27 YEARS	3	1.97	91	.94
28 YEARS	1	.66	22	.23
29 YEARS	0	.00	0	.00
30 YEARS	13	8.55	1664	17.11
MORE THAN 30 YEARS	0	.00	0	.00
OTHER	0	.00	0	.00
T O T A L	152	100.00	9725	100.00

FIELD 4580 (E) SEVEN WEEKS' VACATION

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	134	88.16	8106	83.35
LESS THAN 20 YEARS	1	.66	10	.10
20-24 YEARS	16	10.53	1603	16.48
25 OR MORE	1	.66	6	.06
OTHER	0	.00	0	.00
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

FIELD 4600 EIGHT WEEKS' VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	151	99.34	9715	99.90
MENTIONED	1	.66	10	.10
T O T A L	152	100.00	9725	100.00

FIELD 4620 MAXIMUM PAID VACATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	7	4.61	423	4.35
3 WEEKS	0	.00	0	.00
4 WEEKS	29	19.08	1077	11.07
5 WEEKS	61	40.13	2238	23.01
6 WEEKS	36	23.68	4418	45.43
7 WEEKS	18	11.84	1559	16.03
8 WEEKS	0	.00	0	.00
OTHER	1	.66	10	.10
T O T A L	152	100.00	9725	100.00

FIELD 4640 GRADUATED VACATION ENTITLEMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	141	92.76	8796	90.45
MENTIONED	11	7.24	929	9.55
T O T A L	152	100.00	9725	100.00

FIELD 4760 SUPPLEMENTARY PAID VACATION/ VACATION BONUS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	130	85.53	6583	67.69
SUPPLEMENTARY PAID VACATION (DAYS)	11	7.24	1889	19.42
VACATION BONUS (MONEY)	7	4.61	835	8.59
BOTH	2	1.32	361	3.71
CHOICE	2	1.32	57	.59
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

FIELD 4770 DISPLACED OR DEFERRED VACATION BY APPROVED LEAVE OF ABSENCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	106	69.74	5388	55.40
MENTIONED	46	30.26	4337	44.60
T O T A L	152	100.00	9725	100.00

FIELD 4780 VACATION CARRY-OVER

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	103	67.76	5323	54.74
LIMITED	27	17.76	2962	30.46
UNLIMITED	6	3.95	264	2.71
NOT ALLOWED	16	10.53	1176	12.09
OTHER	0	.00	0	.00
T O T A L	152	100.00	9725	100.00

FIELD 4790 VACATION LEAVE/PAY FOR PART-TIME EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	120	78.95	7072	72.72
VACATION PAY MENTIONED, LEAVE NOT MENTIONED	10	6.58	393	4.04
VACATION LEAVE AVAILABLE	18	11.84	1993	20.49
VARIES BY TYPE OF PART-TIME EMPLOYEE	1	.66	13	.13
STATES "ACCORDING TO LEGISLATION"	3	1.97	254	2.61
OTHER	0	.00	0	.00
T O T A L	152	100.00	9725	100.00

SECTION 10
SEVERANCE PAY

FIELD 5130 (A) AVAILABLE ON:

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
5130 SEVERANCE PAY NOT MENTIONED	75	49.34	2780	28.59
5131 RETIREMENT	24	15.79	2843	29.23
5132 PERMANENT LAYOFF	23	15.13	2115	21.75
5133 TERMINATION OF EMPLOYMENT	21	13.82	1627	16.73
5134 LAYOFF OR TERMINATION DUE TO TECHNOLOGICAL CHANGE	39	25.66	3547	36.47
5135 RESIGNATION	3	1.97	416	4.28
5139 OTHER	7	4.61	707	7.27

FIELD 5140 (B) MINIMUM LENGTH OF SERVICE TO QUALIFY

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	77	50.66	2904	29.86
1 YEAR OR LESS	19	12.50	1506	15.49
2-4 YEARS	7	4.61	242	2.49
5 YEARS	7	4.61	1169	12.02
6-9 YEARS	0	.00	0	.00
10 YEARS	11	7.24	1306	13.43
MORE THAN 10 YEARS	1	.66	5	.05
VARIES BY REASON FOR SEVERANCE OR LENGTH OF SERVICE	6	3.95	374	3.85
NO MINIMUM SPECIFIED	24	15.79	2219	22.82
OTHER	0	.00	0	.00
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

FIELD 5160 (C) CALCULATION

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	78	51.32	2939	30.22
WEEKS OF PAY PER YEAR OF SERVICE:				
LESS THAN 1 WEEK	5	3.29	1439	14.80
1 WEEK	32	21.05	2750	28.28
2 WEEKS	1	.66	11	.11
GRADUATED TO LENGTH OF SERVICE	6	3.95	575	5.91
PERCENT OF UNUSED SICK-LEAVE CREDIT	10	6.58	819	8.42
PERCENT OF EARNINGS IN GIVEN PERIOD	6	3.95	425	4.37
FLAT AMOUNT	2	1.32	80	.82
COMBINATION	7	4.61	409	4.21
CANNOT DETERMINE	2	1.32	97	1.00
OTHER	3	1.97	181	1.86
T O T A L	152	100.00	9725	100.00

FIELD 5180 (D) MAXIMUM AMOUNT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	78	51.32	2939	30.22
LESS THAN 26 WEEKS	20	13.16	1986	20.42
26 WEEKS	10	6.58	834	8.58
MORE THAN 26 WEEKS	1	.66	110	1.13
PERCENT OF UNUSED SICK-LEAVE CREDITS	10	6.58	819	8.42
PERCENT OF EARNINGS IN SPECIFIED PERIOD	4	2.63	36	.37
FLAT AMOUNT	0	.00	0	.00
VARIES DEPENDING ON LENGTH OF SERVICE	6	3.95	500	5.14
COMBINATION	5	3.29	366	3.76
MAXIMUM NOT SPECIFIED	16	10.53	2081	21.40
OTHER	2	1.32	54	.56
T O T A L	152	100.00	9725	100.00

FIELD 5190 SEVERANCE PAY FOR PART-TIME EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	131	86.18	8244	84.77
AVAILABLE	5	3.29	272	2.80
NOT AVAILABLE	16	10.53	1209	12.43
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

SECTION 11
COST OF LIVING ADJUSTMENT PROVISION

FIELD 5500 TYPE OF FORMULA

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	141	92.76	8595	88.38
FACTOR (POINT) CHANGE IN C.P.I. TO A CENTS PER HOUR OR MONTHLY INCREASE IN PAY	7	4.61	975	10.03
PERCENTAGE CHANGE IN C.P.I. TO A PERCENTAGE ADJUSTMENT IN PAY	4	2.63	155	1.59
CANNOT DETERMINE	0	.00	0	.00
OTHER	0	.00	0	.00
T O T A L	152	100.00	9725	100.00

SECTION 12
TECHNOLOGICAL CHANGE

FIELD 6000 MINIMUM NOTICE TO UNION OF PENDING TECHNOLOGICAL CHANGE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	92	60.53	3885	39.95
LESS THAN 90 DAYS	0	.00	0	.00
90 DAYS	22	14.47	897	9.22
MORE THAN 90 DAYS	6	3.95	1122	11.54
STATES 'ACCORDING TO LEGISLATION'	11	7.24	579	5.95
MENTIONED BUT NOT SPECIFIED	20	13.16	3232	33.23
OTHER	1	.66	10	.10
T O T A L	152	100.00	9725	100.00

FIELD 6040 TRAINING, RETRAINING, RELOCATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	119	78.29	5799	59.63
TRAINING, RETRAINING	27	17.76	3319	34.13
RELOCATION ASSISTANCE/ALLOWANCE	0	.00	0	.00
BOTH	6	3.95	607	6.24
T O T A L	152	100.00	9725	100.00

FIELD 6060 EMPLOYMENT SECURITY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	128	84.21	7030	72.29
MENTIONED	24	15.79	2695	27.71
T O T A L	152	100.00	9725	100.00

FIELD 6080 LABOUR-MANAGEMENT CONSULTATION

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	123	80.92	6105	62.78
COMMITTEE MENTIONED	10	6.58	2169	22.30
CONSULTATION ONLY MENTIONED	19	12.50	1451	14.92
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

SECTION 13
HEALTH AND WELFARE

FIELD 6540 ANNUAL SICK LEAVE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	10	6.58	384	3.95
LESS THAN 12 DAYS	5	3.29	99	1.02
12 DAYS	7	4.61	182	1.87
13-14 DAYS	1	.66	44	.45
15 DAYS	21	13.82	2212	22.75
16-23 DAYS	15	9.87	539	5.54
24 DAYS	9	5.92	980	10.08
MORE THAN 24 DAYS	1	.66	5	.05
VARIES BY LENGTH OF SERVICE	4	2.63	351	3.61
COVERED BY HEALTH INSURANCE PLAN	37	24.34	2348	24.14
FLAT ALLOWANCE PLUS COVERAGE BY INSURANCE PLAN	36	23.68	2450	25.19
MENTIONED BUT NOT SPECIFIED	4	2.63	96	.99
OTHER	2	1.32	35	.36
T O T A L	152	100.00	9725	100.00

FIELD 6550 PROOF OF ILLNESS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	62	40.79	3789	38.96
MAY BE REQUIRED AT ANY TIME	57	37.50	3502	36.01
MAY BE REQUIRED AFTER SPECIFIED NUMBER OF DAYS	12	7.89	724	7.44
IS REQUIRED AT ALL TIMES	8	5.26	247	2.54
IS REQUIRED AFTER SPECIFIED NUMBER OF DAYS	6	3.95	153	1.57
COMBINATION	7	4.61	1310	13.47
OTHER	0	.00	0	.00
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

FIELD 6560 MAXIMUM ACCUMULATION OF UNUSED SICK-LEAVE CREDITS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	13	8.55	418	4.30
LESS THAN 120 DAYS	11	7.24	179	1.84
120 DAYS	3	1.97	42	.43
121 - 179 DAYS	12	7.89	976	10.04
180 - 199 DAYS	10	6.58	751	7.72
200 DAYS OR MORE	3	1.97	299	3.07
UNLIMITED ACCUMULATION	12	7.89	1855	19.07
ACCUMULATION NOT ALLOWED	4	2.63	75	.77
COMPLETE OR PARTIAL COVERAGE BY HEALTH INSURANCE PLAN	74	48.68	4833	49.70
MENTIONED BUT NOT SPECIFIED	7	4.61	231	2.38
OTHER	3	1.97	66	.68
T O T A L	152	100.00	9725	100.00

FIELD 6580 CONVERSION OF UNUSED SICK-LEAVE CREDITS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	120	78.95	7616	78.31
ANNUAL CONVERSION TO CASH OR DAYS OFF	13	8.55	825	8.48
CONVERSION TO CASH OR DAYS OFF ON RETIREMENT, LAYOFF, ETC.:				
-FULL	1	.66	26	.27
-PARTIAL	14	9.21	1190	12.24
COMBINATION	1	.66	38	.39
OTHER	3	1.97	30	.31
T O T A L	152	100.00	9725	100.00

FIELD 6600 EXTENDED MEDICAL BENEFIT PLANS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	123	80.92	7248	74.53
MENTIONED	29	19.08	2477	25.47
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

FIELD 6640 LIFE INSURANCE PLAN:
EMPLOYERS CONTRIBUTION TO PREMIUM

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	59	38.82	2027	20.84
LESS THAN 50%	0	.00	0	.00
50%	18	11.84	1350	13.88
51-99%	4	2.63	308	3.17
100%	47	30.92	4523	46.51
MENTIONED BUT NOT SPECIFIED	19	12.50	1111	11.42
OTHER	5	3.29	406	4.17
T O T A L	152	100.00	9725	100.00

FIELD 6680 ACCIDENTAL DEATH AND DISABILITY PLAN:
EMPLOYERS CONTRIBUTION TO PREMIUM

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	95	62.50	5880	60.46
LESS THAN 50%	0	.00	0	.00
50%	7	4.61	392	4.03
51-99%	1	.66	90	.93
100%	34	22.37	2456	25.25
PLAN MENTIONED, DETAILS NOT SPECIFIED	10	6.58	550	5.66
OTHER	5	3.29	357	3.67
T O T A L	152	100.00	9725	100.00

LONG-TERM DISABILITY/
INCOME CONTINUANCE PLAN:
FIELD 6720 (A) EMPLOYERS CONTRIBUTION TO PREMIUM

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	83	54.61	5564	57.21
LESS THAN 50%	0	.00	0	.00
50%	8	5.26	430	4.42
51-99%	2	1.32	369	3.79
100%	26	17.11	1844	18.96
EMPLOYEE PAID	11	7.24	549	5.65
PLAN MENTIONED, DETAILS NOT SPECIFIED	19	12.50	860	8.84
OTHER	3	1.97	109	1.12
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

FIELD 6740 (B) WAITING PERIOD

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	83	54.61	5564	57.21
LESS THAN 17 WEEKS	8	5.26	283	2.91
17 WEEKS	3	1.97	75	.77
18-25 WEEKS	2	1.32	137	1.41
26 WEEKS	9	5.92	655	6.74
27-51 WEEKS	1	.66	23	.24
52 WEEKS	6	3.95	511	5.25
MORE THAN 52 WEEKS	0	.00	0	.00
PLAN MENTIONED, DETAILS NOT SPECIFIED	39	25.66	2437	25.06
OTHER	1	.66	40	.41
T O T A L	152	100.00	9725	100.00

FIELD 6780 (C) PERCENT OF WAGE GUARANTEED

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	83	54.61	5564	57.21
50% OR LESS	6	3.95	512	5.26
51-64%	12	7.89	1287	13.23
65-70%	8	5.26	296	3.04
MORE THAN 70%	2	1.32	39	.40
PLAN MENTIONED, DETAILS NOT SPECIFIED	38	25.00	1928	19.83
OTHER	3	1.97	99	1.02
T O T A L	152	100.00	9725	100.00

SICKNESS & ACCIDENT WEEKLY INDEMNITY PLAN:

FIELD 6800 (A) EMPLOYERS CONTRIBUTION TO PREMIUM

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	79	51.97	4957	50.97
LESS THAN 50%	0	.00	0	.00
50%	9	5.92	253	2.60
51-99%	8	5.26	757	7.78
100%	42	27.63	3001	30.86
PLAN MENTIONED, DETAILS NOT SPECIFIED	11	7.24	686	7.05
OTHER	3	1.97	71	.73
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

FIELD 6820 (B) MAXIMUM WEEKLY BENEFIT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	79	51.97	4957	50.97
LESS THAN $200	2	1.32	172	1.77
$201-249	1	.66	80	.82
$250-299	3	1.97	136	1.40
$300-349	8	5.26	309	3.18
$350 OR MORE	7	4.61	1276	13.12
VARIES ACCORDING TO LENGTH OF SERVICE, NO MAXIMUM SPECIFIED	0	.00	0	.00
PERCENT OF REGULAR EARNINGS, NO MAXIMUM SPECIFIED	28	18.42	1849	19.01
PLAN MENTIONED, DETAILS NOT SPECIFIED	20	13.16	882	9.07
OTHER	4	2.63	64	.66
T O T A L	152	100.00	9725	100.00

FIELD 6840 (C) MAXIMUM DURATION OF BENEFITS

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	79	51.97	4957	50.97
LESS THAN 17 WEEKS	9	5.92	293	3.01
17 WEEKS	2	1.32	65	.67
18-25 WEEKS	5	3.29	303	3.12
26 WEEKS	19	12.50	1682	17.30
27-51 WEEKS	1	.66	23	.24
52 WEEKS	7	4.61	643	6.61
MORE THAN 52 WEEKS	1	.66	8	.08
PLAN MENTIONED, DETAILS NOT SPECIFIED	29	19.08	1751	18.01
OTHER	0	.00	0	.00
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

FIELD 6860 EMPLOYER'S CONTRIBUTION TO PENSION PLAN

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	65	42.76	2122	21.82
LESS THAN 50%	1	.66	67	.69
50%	14	9.21	1085	11.16
51-99%	1	.66	70	.72
100%	4	2.63	482	4.96
FLAT RATE	21	13.82	1494	15.36
PLAN MENTIONED, DETAILS NOT SPECIFIED	44	28.95	4344	44.67
OTHER	2	1.32	61	.63
T O T A L	152	100.00	9725	100.00

FIELD 6880 EARLY RETIREMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	145	95.39	8818	90.67
MENTIONED	7	4.61	907	9.33
T O T A L	152	100.00	9725	100.00

FIELD 6910 MANDATORY RETIREMENT/EXTENSIONS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	128	84.21	8405	86.43
MANDATORY-EXTENSIONS MENTIONED	16	10.53	834	8.58
-EXTENSIONS NOT MENTIONED	8	5.26	486	5.00
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

FIELD 6920 EMPLOYER'S CONTRIBUTION TO DENTAL PLAN PREMIUM

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	85	55.92	3893	40.03
LESS THAN 50%	1	.66	83	.85
50%	4	2.63	363	3.73
51-99%	5	3.29	144	1.48
100%	27	17.76	2684	27.60
FLAT RATE	17	11.18	1133	11.65
PLAN MENTIONED, DETAILS NOT SPECIFIED	11	7.24	1343	13.81
OTHER	2	1.32	82	.84
T O T A L	152	100.00	9725	100.00

FIELD 6960 OPTICAL OR PRESCRIPTION DRUG PLAN

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	129	84.87	8307	85.42
OPTICAL PLAN	13	8.55	379	3.90
PRESCRIPTION DRUG PLAN	3	1.97	97	1.00
BOTH	7	4.61	942	9.69
T O T A L	152	100.00	9725	100.00

PARTICIPATION IN HEALTH AND WELFARE PLANS FOR PART-TIME EMPLOYEES:

FIELD 7000 (1) SICK-LEAVE PLAN

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	112	73.68	6174	63.49
SOME OR ALL PART-TIME EMPLOYEES ARE ELIGIBLE TO PARTICIPATE	27	17.76	3101	31.89
ALL PART-TIME EMPLOYEES INELIGIBLE	13	8.55	450	4.63
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

FIELD 7001 (2) LIFE INSURANCE

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	126	82.89	8148	83.78
SOME OR ALL PART-TIME EMPLOYEES ARE ELIGIBLE TO PARTICIPATE	13	8.55	694	7.14
ALL PART-TIME EMPLOYEES INELIGIBLE	13	8.55	883	9.08
T O T A L	152	100.00	9725	100.00

FIELD 7002 (3) ACCIDENTAL DEATH/DISABILITY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	138	90.79	9153	94.12
SOME OR ALL PART-TIME EMPLOYEES ARE ELIGIBLE TO PARTICIPATE	9	5.92	333	3.42
ALL PART-TIME EMPLOYEES INELIGIBLE	5	3.29	239	2.46
T O T A L	152	100.00	9725	100.00

FIELD 7003 (4) LONG-TERM DISABILITY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	129	84.87	8299	85.34
SOME OR ALL PART-TIME EMPLOYEES ARE ELIGIBLE TO PARTICIPATE	7	4.61	162	1.67
ALL PART-TIME EMPLOYEES INELIGIBLE	16	10.53	1264	13.00
T O T A L	152	100.00	9725	100.00

FIELD 7004 (5) WEEKLY INDEMNITY PLAN

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	145	95.39	9537	98.07
SOME OR ALL PART-TIME EMPLOYEES ARE ELIGIBLE TO PARTICIPATE	4	2.63	158	1.62
ALL PART-TIME EMPLOYEES INELIGIBLE	3	1.97	30	.31
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

FIELD 7005 (6) PENSION PLAN

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	128	84.21	8484	87.24
SOME OR ALL PART-TIME EMPLOYEES ARE ELIGIBLE TO PARTICIPATE	15	9.87	819	8.42
ALL PART-TIME EMPLOYEES INELIGIBLE	9	5.92	422	4.34
T O T A L	152	100.00	9725	100.00

FIELD 7006 (7) DENTAL PLAN

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	135	88.82	7941	81.66
SOME OR ALL PART-TIME EMPLOYEES ARE ELIGIBLE TO PARTICIPATE	12	7.89	837	8.61
ALL PART-TIME EMPLOYEES INELIGIBLE	5	3.29	947	9.74
T O T A L	152	100.00	9725	100.00

FIELD 7007 (8) EXTENDED MEDICAL PLAN

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	149	98.03	9683	99.57
SOME OR ALL PART-TIME EMPLOYEES ARE ELIGIBLE TO PARTICIPATE	2	1.32	20	.21
ALL PART-TIME EMPLOYEES INELIGIBLE	1	.66	22	.23
T O T A L	152	100.00	9725	100.00

FIELD 7008 (9) OPTICAL PLAN

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	150	98.68	9710	99.85
SOME OR ALL PART-TIME EMPLOYEES ARE ELIGIBLE TO PARTICIPATE	1	.66	9	.09
ALL PART-TIME EMPLOYEES INELIGIBLE	1	.66	6	.06
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

FIELD 7009 (10) PRESCRIPTION DRUG PLAN

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	151	99.34	9703	99.77
SOME OR ALL PART-TIME EMPLOYEES ARE ELIGIBLE TO PARTICIPATE	0	.00	0	.00
ALL PART-TIME EMPLOYEES INELIGIBLE	1	.66	22	.23
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

SECTION 14
OCCUPATIONAL HEALTH AND SAFETY

FIELD 7500 HEALTH AND SAFETY CLAUSE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	36	23.68	1584	16.29
MENTIONED	116	76.32	8141	83.71
T O T A L	152	100.00	9725	100.00

FIELD 7520 OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	79	51.97	3621	37.23
MENTIONED	73	48.03	6104	62.77
T O T A L	152	100.00	9725	100.00

FIELD 7730 VIDEO-DISPLAY TERMINAL (VDT) CLAUSE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	142	93.42	8858	91.08
MENTIONED	10	6.58	867	8.92
T O T A L	152	100.00	9725	100.00

FIELD 7740 SMOKING CLAUSE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	149	98.03	9589	98.60
SMOKING RESTRICTED	3	1.97	136	1.40
NO SMOKING ON PREMISES	0	.00	0	.00
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

FIELD 7840 EMPLOYER SUPPLEMENTS TO WORKERS' COMPENSATION BENEFITS: MAXIMUM DURATION OF SUPPLEMENT

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	97	63.82	5067	52.10
LESS THAN 26 WEEKS	8	5.26	496	5.10
26 WEEKS	7	4.61	313	3.22
27-51 WEEKS	3	1.97	131	1.35
52 WEEKS	19	12.50	2679	27.55
MORE THAN 52 WEEKS	5	3.29	163	1.68
WHOLLY OR PARTLY CHARGED AGAINST SICK-LEAVE CREDITS	4	2.63	163	1.68
FOR DURATION OF DISABILITY OR COMPENSATION	6	3.95	489	5.03
MENTIONED BUT NOT SPECIFIED	2	1.32	211	2.17
OTHER	1	.66	13	.13
T O T A L	152	100.00	9725	100.00

FIELD 7930 ANNUAL SAFETY BOOT ALLOWANCE

	AGREEMENTS		EMPLOYEES	
	NO.	%	NO.	%
NOT MENTIONED	109	71.71	6351	65.31
LESS THAN $50	4	2.63	234	2.41
$50-59	5	3.29	256	2.63
$60-69	9	5.92	529	5.44
$70-79	11	7.24	843	8.67
$80 OR MORE	7	4.61	565	5.81
BOOTS SUPPLIED BY EMPLOYER	5	3.29	216	2.22
OTHER	2	1.32	731	7.52
T O T A L	152	100.00	9725	100.00

SECTION 15
LEAVE OF ABSENCE PROVISIONS

FIELD 8000 NORMAL PAID LEAVE ON BEREAVEMENT OR SERIOUS ILLNESS IN IMMEDIATE FAMILY

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	11	7.24	406	4.17
LESS THAN 3 DAYS	4	2.63	97	1.00
3 DAYS	94	61.84	6614	68.01
4 DAYS	4	2.63	146	1.50
5 DAYS	14	9.21	633	6.51
MORE THAN 5 DAYS	2	1.32	499	5.13
DEPENDS ON RELATIONSHIP OR CIRCUMSTANCES	14	9.21	985	10.13
INDEFINITE OR NOT SPECIFIED	5	3.29	207	2.13
LEAVE IS UNPAID	2	1.32	28	.29
CANNOT DETERMINE IF PAID/UNPAID	1	.66	94	.97
OTHER	1	.66	16	.16
T O T A L	152	100.00	9725	100.00

FIELD 8010 PAID BEREAVEMENT/FUNERAL LEAVE FOR OTHER RELATIVES OR NON-RELATIVES

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	89	58.55	4267	43.88
1/2 DAY	12	7.89	756	7.77
1 DAY	40	26.32	3866	39.75
MORE THAN 1 DAY	3	1.97	102	1.05
INDEFINITE OR DEPENDS ON CIRCUMSTANCES	3	1.97	206	2.12
CANNOT DETERMINE AMOUNT	0	.00	0	.00
LEAVE IS UNPAID	4	2.63	516	5.31
CANNOT DETERMINE IF PAID/UNPAID	0	.00	0	.00
OTHER	1	.66	12	.12
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

FIELD 8020 PAID COMPASSIONATE LEAVE (OTHER THAN BEREAVEMENT)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	112	73.68	6167	63.41
DEDUCTED FROM SICK-LEAVE CREDITS	12	7.89	1847	18.99
AVAILABLE, DEDUCTION FROM SICK LEAVE NOT MENTIONED	15	9.87	1066	10.96
DEDUCTION FROM SICK-LEAVE DEPENDS ON CIRCUMSTANCES	2	1.32	47	.48
MENTIONED BUT NOT SPECIFIED	5	3.29	396	4.07
LEAVE IS UNPAID	6	3.95	202	2.08
OTHER	0	.00	0	.00
T O T A L	152	100.00	9725	100.00

FIELD 8040 PERSONAL LEAVE OF ABSENCE (UNPAID) ON GOOD REASON

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	49	32.24	2982	30.66
MENTIONED	103	67.76	6743	69.34
T O T A L	152	100.00	9725	100.00

FIELD 8080 LEAVE OF ABSENCE FOR GENERAL UNION BUSINESS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	32	21.05	1695	17.43
PAID BY EMPLOYER	4	2.63	61	.63
PAID, UNION REIMBURSEMENT	13	8.55	1114	11.46
UNPAID	95	62.50	6564	67.50
CANNOT DETERMINE	5	3.29	166	1.71
OTHER	3	1.97	125	1.29
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

FIELD 8090 LEAVE OF ABSENCE FOR FULL-TIME POSITION WITH UNION (UNPAID)

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	81	53.29	3161	32.50
MENTIONED	71	46.71	6564	67.50
T O T A L	152	100.00	9725	100.00

FIELD 8100 LEAVE OF ABSENCE FOR NEGOTIATIONS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	105	69.08	5169	53.15
PAID BY EMPLOYER	38	25.00	3590	36.92
PAID, UNION REIMBURSEMENT	0	.00	0	.00
UNPAID	2	1.32	36	.37
CANNOT DETERMINE	7	4.61	930	9.56
OTHER	0	.00	0	.00
T O T A L	152	100.00	9725	100.00

FIELD 8120 RESTRICTION ON AMOUNT OF UNION LEAVE &/OR NUMBER OF EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	59	38.82	3140	32.29
FOR GENERAL UNION BUSINESS	56	36.84	2717	27.94
FOR NEGOTIATIONS	13	8.55	1593	16.38
BOTH	24	15.79	2275	23.39
T O T A L	152	100.00	9725	100.00

FIELD 8190 PAID PARENTAL/MARRIAGE LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
8190 MATERNITY (INCL. PARTLY PAID)	3	1.97	24	.25
8191 ADOPTION	5	3.29	274	2.82
8192 PATERNITY	8	5.26	1314	13.51
8193 MARRIAGE	2	1.32	16	.16

INDUSTRIAL COMPOSITE

FIELD 8200 ADOPTION LEAVE (UNPAID)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	108	71.05	7113	73.14
LESS THAN 6 WEEKS	0	.00	0	.00
6 WEEKS (LEGISLATION)	7	4.61	263	2.70
7 WEEKS TO 3 MONTHS	7	4.61	564	5.80
MORE THAN 3 MOS.,LESS THAN 6 MOS.	3	1.97	220	2.26
6 MONTHS	7	4.61	303	3.12
MORE THAN 6 MONTHS	2	1.32	81	.83
STATES 'ACCORDING TO LEGISLATION'	16	10.53	1010	10.39
OTHER	2	1.32	171	1.76
T O T A L	152	100.00	9725	100.00

FIELD 8220 PATERNITY LEAVE (UNPAID)

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	117	76.97	7182	73.85
LESS THAN 6 WEEKS	0	.00	0	.00
6 WEEKS (LEGISLATION)	15	9.87	1113	11.44
7 WEEKS TO 3 MONTHS	1	.66	226	2.32
MORE THAN 3 MOS.,LESS THAN 6 MOS.	0	.00	0	.00
6 MONTHS	1	.66	10	.10
STATES 'ACCORDING TO LEGISLATION'	17	11.18	1184	12.17
OTHER	1	.66	10	.10
T O T A L	152	100.00	9725	100.00

FIELD 8240 MATERNITY LEAVE (UNPAID): (A) SERVICE REQUIRMENT

	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES NO.	EMPLOYEES %
NOT MENTIONED	69	45.39	3552	36.52
LESS THAN 6 MONTHS	2	1.32	167	1.72
6 MONTHS	3	1.97	99	1.02
7-11 MONTHS	10	6.58	1274	13.10
12 MONTHS	25	16.45	2362	24.29
MORE THAN 12 MONTHS	0	.00	0	.00
PROBATIONARY PERIOD	6	3.95	172	1.77
STATES 'ACCORDING TO LEGISLATION'	18	11.84	858	8.82
NO MINIMUM SPECIFIED	19	12.50	1241	12.76
OTHER	0	.00	0	.00
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

FIELD 8260 (B) NORMAL AMOUNT OF LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	69	45.39	3552	36.52
LESS THAN 18 WEEKS	0	.00	0	.00
18 WEEKS	20	13.16	1546	15.90
19-25 WEEKS	9	5.92	1886	19.39
26 WEEKS	23	15.13	1457	14.98
27-51 WEEKS	3	1.97	303	3.12
52 WEEKS	4	2.63	206	2.12
MORE THAN 52 WEEKS	1	.66	10	.10
STATES 'ACCORDING TO LEGISLATION'	19	12.50	635	6.53
MENTIONED BUT NOT SPECIFIED	4	2.63	130	1.34
OTHER	0	.00	0	.00
T O T A L	152	100.00	9725	100.00

FIELD 8340 (C) SENIORITY DURING LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	70	46.05	3660	37.63
SENIORITY RETAINED	36	23.68	2683	27.59
SENIORITY ACCUMULATED	20	13.16	1942	19.97
SENIORITY ACCUMULATED UP TO A CERTAIN PERIOD THEN RETAINED	0	.00	0	.00
STATES 'ACCORDING TO LEGISLATION'	18	11.84	875	9.00
MENTIONED BUT NOT SPECIFIED	8	5.26	565	5.81
OTHER	0	.00	0	.00
T O T A L	152	100.00	9725	100.00

FIELD 8400 PAID WITNESS/JURY DUTY LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	40	26.32	1768	18.18
FULLY PAID	110	72.37	7918	81.42
PARTLY PAID	2	1.32	39	.40
T O T A L	152	100.00	9725	100.00

INDUSTRIAL COMPOSITE

FIELD 8420 PAID PERSONAL HEALTH-CARE LEAVE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	126	82.89	8383	86.20
MAXIMUM HOURS ANNUALLY:				
LESS THAN 8 HOURS (1 DAY)	1	.66	240	2.47
8-12 HOURS	4	2.63	38	.39
13-15 HOURS	0	.00	0	.00
16 HOURS (2 DAYS)	6	3.95	125	1.29
17-23 HOURS	0	.00	0	.00
24 HOURS (3 DAYS)	4	2.63	61	.63
MORE THAN 24 HOURS	1	.66	361	3.71
CHARGED TO SICK-LEAVE CREDITS, NO MAXIMUM	8	5.26	381	3.92
MAXIMUM NOT SPECIFIED	1	.66	130	1.34
OTHER	1	.66	6	.06
T O T A L	152	100.00	9725	100.00

FIELD 8550 OTHER LEAVES OF ABSENCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
8550 EDUCATION LEAVE	39	25.66	3865	39.74
8553 RUN FOR PUBLIC OFFICE	3	1.97	24	.25
8554 HOLD PUBLIC OFFICE	19	12.50	2229	22.92
8555 VOTING	25	16.45	2827	29.07
8556 WRITE EXAMS	8	5.26	1287	13.23
8552 COURT APPEARANCE/ INCARCERATION	5	3.29	845	8.69
8559 OTHER LEAVES NOT REPORTED ELSEWHERE	15	9.87	478	4.92

SECTION 16
MISCELLANEOUS PROVISIONS

FIELD 9220 CLOTHING AND/OR UNIFORMS

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	75	49.34	4120	42.37
SUPPLIED AT: NO COST TO EMPLOYEE	60	39.47	4815	49.51
SOME COST TO EMPLOYEE	8	5.26	355	3.65
TOTAL COST TO EMPLOYEE	1	.66	40	.41
MONETARY ALLOWANCE	5	3.29	294	3.02
SUPPLIED AND MONETARY ALLOWANCE	2	1.32	89	.92
MENTIONED, COST SHARING CANNOT BE DETERMINED	1	.66	12	.12
OTHER	0	.00	0	.00
T O T A L	152	100.00	9725	100.00

FIELD 9240 DRYCLEANING/LAUNDERING

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	110	72.37	7052	72.51
NO COST TO EMPLOYEE	33	21.71	2141	22.02
SOME COST TO THE EMPLOYEE	5	3.29	381	3.92
TOTAL COST TO EMPLOYEE	2	1.32	104	1.07
FLAT ALLOWANCE	1	.66	16	.16
MENTIONED BUT NOT SPECIFIED	0	.00	0	.00
OTHER	1	.66	31	.32
T O T A L	152	100.00	9725	100.00

FIELD 9300 SUBSISTENCE ALLOWANCE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	132	86.84	7613	78.28
MEALS	3	1.97	296	3.04
LODGING	0	.00	0	.00
BOTH MEALS AND LODGING	8	5.26	384	3.95
MEALS, LODGING AND INCIDENTAL EXPENSES	5	3.29	1366	14.05
MENTIONED BUT NOT SPECIFIED	4	2.63	66	.68
OTHER	0	.00	0	.00
T O T A L	152	100.00	9725	100.00

FIELD 9360 TRAVEL/MILEAGE ALLOWANCE (PRIVATE VEHICLE)

		AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED		119	78.29	6435	66.17
CENTS PER MILE:	CENTS PER KM:				
LESS THAN 20	LESS THAN 9.4	1	.66	5	.05
20-24	9.4-15.5	2	1.32	78	.80
25-29	15.6-18.6	2	1.32	29	.30
30-34	18.7-21.7	3	1.97	142	1.46
35-39	21.8-24.9	5	3.29	410	4.22
40 OR OVER	25 OR OVER	2	1.32	97	1.00
FLAT AMOUNT		8	5.26	1470	15.12
COMBINATION		4	2.63	430	4.42
MENTIONED BUT NOT SPECIFIED		2	1.32	41	.42
PUBLIC SERVICE RATE		2	1.32	302	3.11
OTHER		2	1.32	286	2.94
T O T A L		152	100.00	9725	100.00

FIELD 9380 OTHER ALLOWANCES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	129	84.87	8065	82.93
TOOLS/ALLOWANCE/INSURANCE	21	13.82	1474	15.16
NORTHERN (ISOLATION) ALLOWANCE	1	.66	76	.78
TRAVEL ALLOWANCE, COMPANY VEHICLE	0	.00	0	.00
1&2	0	.00	0	.00
1&3	1	.66	110	1.13
2&3	0	.00	0	.00
1,2&3	0	.00	0	.00
T O T A L	152	100.00	9725	100.00

FIELD 9410 EQUAL PAY, AFFIRMATIVE ACTION, SEXUAL HARASSMENT, JOB SHARING

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
9410 EQUAL PAY FOR EQUAL/ SIMILAR WORK	19	12.50	1763	18.13
9411 EQUAL PAY FOR EQUAL WORTH OR WORK OF EQUAL VALUE	5	3.29	80	.82
9412 AFFIRMATIVE ACTION	5	3.29	1378	14.17
9413 SEXUAL HARASSMENT CLAUSE	9	5.92	898	9.23
9414 JOB SHARING	3	1.97	28	.29

INDUSTRIAL COMPOSITE

FIELD 9440 UNION/MANAGEMENT COMMITTEE

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	136	89.47	8542	87.84
MENTIONED	16	10.53	1183	12.16
T O T A L	152	100.00	9725	100.00

FIELD 9460 PRORATION OF BENEFITS FOR PART-TIME EMPLOYEES

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
NOT MENTIONED	59	38.82	2116	21.76
PART-TIME EXCLUDED FROM SCOPE	0	.00	0	.00
PRORATION OF: ALL BENEFITS	10	6.58	351	3.61
SOME BENEFITS	37	24.34	3660	37.63
CANNOT DETERMINE	42	27.63	3444	35.41
VARIES BY TYPE OF PART-TIME EMPLOYEE	4	2.63	154	1.58
T O T A L	152	100.00	9725	100.00

FIELD 9500 TYPE OF PART-TIME EMPLOYEES COVERED BY AGREEMENT

	AGREEMENTS NO.	%	EMPLOYEES NO.	%
9500 PART-TIME	64	42.11	4483	46.10
9501 PERMANENT PART-TIME	7	4.61	883	9.08
9502 REGULAR PART-TIME	13	8.55	1748	17.97
9503 LESS THAN/OTHER THAN FULL-TIME	16	10.53	820	8.43
9504 CASUAL/OCCASIONAL	29	19.08	3305	33.98
9505 TEMPORARY	22	14.47	3580	36.81
9506 SEASONAL	12	7.89	1813	18.64
9507 RELIEF	10	6.58	1228	12.63
9508 STUDENTS	23	15.13	2260	23.24
9509 NON-PERMANENT	0	.00	0	.00
9519 OTHER	4	2.63	124	1.28

Appendices

Appendix A

Definitions by Provision Field Number

0100 Management rights clause: Sets forth the rights reserved to the employer. These rights may be stated in broad general terms or they may be listed specifically. Residual rights clauses provide that rights not specifically limited by the agreement are reserved to the employer provided they do not conflict with the provisions of the agreement.

0120 Type of shop: In a closed shop, the employer is obliged to hire and employ only union members. In a union shop, all bargaining-unit employees must become union members within a specified time period. In a modified union shop, all existing union members must continue to maintain membership and all new employees must become union members within a specified time period. Employees who were not union members when the first agreement came into force are not required to join the union; however, these employees must pay union dues if Rand-Formula checkoff exists in the shop.

0160 Hot cargoes: Material shipped from a plant involved in a labour dispute.

1060 Maximum retention of seniority during layoff: The maximum length of time on layoff before an employee loses seniority and recall rights.

1070 Bumping rights: On layoff, senior employees may have the right to displace (bump) junior employees if they are able and qualified to do the work.

1120 Seniority rights of part-time employees: This provision includes any mention in the agreement of the seniority rights of part-time employees. This may include seniority lists for part-time employees; their seniority rights in relation to those of full-time employees; their seniority rights on layoff or recall; their vacancy bidding rights; the application of seniority for call-in or the scheduling of hours of work, etc.

1520, 1540, 1580 Layoff or termination notice: The minimum required notice or pay in lieu under **The Labour Standards Act** is one week after three months' continuous employment. The amount of notice or pay in lieu then varies according to length of service from two weeks after one year of service to eight weeks for 10 years or more.

1600 Alternate employment: The employer agrees to provide suitable alternative employment for workers who are unable to perform their normal duties due to advancing age, illness or handicap. In most cases, these employees cannot displace an employee with more seniority.

1660 Job protection: Agreements may restrict the contracting out of bargaining unit work, particularly if it affects the job security of existing employees. In some agreements, non-bargaining unit employees, including supervisors and managers, are not permitted to do the work of bargaining-unit employees except under certain circumstances such as training or specified emergency situations.

2140 Adverse reports: An agreement may provide for the removal of adverse reports from an employee's personal file after a specified time period provided there is no recurrence of the infraction. The time period may vary depending on the type of infraction.

2640, 2801 Compressed work week: Employees may be permitted to work additional time each day according to a set schedule and the additional time is "banked" to allow for earned-time off on a specified day or during a specified time period. For example, employees may work additional time for nine days in order to earn the 10th day off, generally a Friday (5-4). Some employees work 10 hours for four consecutive days to get a three-day weekend every week. In most cases, the earned-time off is scheduled next to the employee's days of rest.

3000-3065 Overtime pay: According to **The Labour Standards Act**, the minimum overtime rate payable for work in excess of eight hours per day or 40 hours per week is time and one-half with some exceptions.

3070 No layoff or reduction of hours to compensate for overtime: The employer agrees not to reschedule the hours of work or layoff an employee in order to avoid payment for overtime.

3080 Choice of time off or pay for overtime: Employees have a choice of taking time off at overtime rates or overtime pay. For example, if the rate is double time, employees get double-time off or double pay, at their option.

3160 Transportation/allowance: Some agreements provide transportation or an allowance for employees who are called back to work overtime and/or provide transportation for female employees who work late hours.

3500, 3520 Shift differential: Additional compensation for working undesirable or inconvenient work schedules. The second shift is generally the evening shift and the third shift the "midnight" shift.

3560 Higher service pay: Compensation for temporarily doing the work of a higher-paid position.

3701 Miscellaneous premiums: The weekend or consecutive-weekend premium includes premium pay for Saturday or Sunday work and premium pay for working more than a specified number of consecutive weekends (i.e., hospitals, nursing homes).

4020 Non-legislated holidays: The nine legislated holidays are New Year's Day, Good Friday, Victoria Day, Canada Day, Saskatchewan Day, Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day.

4500-4600 Vacation: According to **The Labour Standards Act**, all employees with at least one year of service are entitled to three weeks' paid vacation or pay (3/52). After 10 years' service they are eligible for four weeks' paid vacation or pay (4/52).

4640 Graduated vacation entitlement: Employees may be entitled to one extra day of vacation every year or two rather than waiting a full five or ten years to qualify for additional vacation.

4760 Supplementary vacation/bonus: Refers to additional paid vacation for certain specified reasons and vacation bonuses or vacation pay which exceeds the minimum two per cent per week. Employees may get supplementary vacation for long service, for vacation taken in the off-season, or additional pre-retirement vacation.

4770 Displaced or deferred vacation: If employees qualify for sick leave, bereavement or any other approved leave of absence during their period of vacation, the displaced vacation days are rescheduled.

4780 Vacation carry-over: Employees may be permitted to carry over all or part of their vacation entitlement to the next vacation year. In many cases, the portion of vacation carried over cannot interfere with the vacation rights of other employees.

5000 Reporting pay: Minimum pay guaranteed to a worker who reports for work as scheduled and finds no work available or less work than can be done in the specified guarantee period.

5020 Call-back guarantee: Minimum pay guaranteed to workers who are called back or called out to work outside of regular scheduled hours.

5500 Cost-of-living allowance (COLA): Refers to payments to employees which are intended to reflect changes in the cost-of-living index and are calculated according to a specific formula and usually at stated time intervals during the life of the collective agreement.

6000-6080 Technological change: As defined by **The Trade Union Act**, a technological change is the introduction of equipment, material or a work procedure not previously used in the workplace or the removal by an employer of part or all of the work, undertaking or business. The Act provides for 90 days' notice to the union if a significant number of employees is affected and for collective bargaining to commence. Employment security refers to wage or employment guarantees such as no reduction in hours or earnings or a graduated reduction in earnings.

6580 Conversion of unused sick-leave credits: Employees are sometimes fully or partly compensated for unused credits in the form of cash or days off. In some cases, this compensation is part of the severance-pay package.

6600 Extended medical benefits plans: These plans cover medical and hospital services not covered by the basic provincial medical/hospital plan.

6680 Accidental Death and Disability plan: Covers the employee for death or disability due to an accident. The death benefits are often identical to the life insurance plan.

6720-6780 Long-Term Disability income continuance plan: Provides a long-term income guarantee to employees who may be disabled permanently or for a long period of time. This plan often supplements a sick-leave plan or a sickness and accident weekly indemnity plan.

6800-6840 Sickness and Accident Weekly Indemnity plan: This insurance plan often replaces a sick-leave plan or is a "bridge" to a Long-Term Disability plan.

6880 Early retirement: Some agreements provide for early retirement at the employee's option. Most clauses generally deal with the effect on pension benefits.

6910 Mandatory retirement: Agreements may mention a compulsory retirement age, usually 65. However, most of these agreements allow employment extensions beyond retirement age on mutual agreement.

6960 Optical/drug plans: Most extended medical plans include prescription drug coverage. Some may include optical coverage. This provision includes both, whether covered by an extended medical plan or not.

7000-7009 Participation in health and welfare plans for part-time employees: Agreements are often unclear on this matter. Analysts therefore code eligibility only if specifically mentioned or clearly implied. In some agreements, participation is optional or varies by type of part-time employee.

7520 Occupational health and safety committee: **The Occupational Health and Safety Act** provides for mandatory joint committees in establishments with 10 or more employees.

7730 Video-display terminal (VDT) clause: Agreements may include provisions to protect the health and safety of employees who work on VDTs. The clause usually mentions regular eye examinations, rest periods and the temporary, optional transfer of pregnant employees to other duties.

7840 Workers' Compensation supplements: Employer supplements to Workers' Compensation benefits, usually to full pay, for employees injured on the job.

8000 Paid bereavement leave: **The Labour Standards Act** provides for five days' unpaid leave for bereavement in the immediate family if the employee has at least three consecutive months' service.

8020 Compassionate leave: Leave for personal or family emergencies other than bereavement.

8080 Leave for general union business: Short-term leaves for union business, meetings and conferences. Excludes grievance, safety, and negotiating committee leaves.

8190 Paid parental/marriage leave: Paid leave for adoption, paternity and marriage leave is usually three days. Paid maternity leave includes supplements to Unemployment Insurance benefits.

8200, 8220 Unpaid adoption and paternity leave: **The Labour Standards Act** provides for 6 weeks' unpaid leave after 12 months' service.

8240-8340 Maternity leave: **The Labour Standards Act** provides for 18 weeks' unpaid leave after 12 months' service. The employee must give four weeks' notice to start leave and two weeks' notice to return from leave and has reinstatement rights with seniority retained.

8400 Paid witness/jury-duty leave: In most cases, employees are paid their regular salary while away on this leave and turn over any compensation received to the employer, excluding reimbursement for expenses incurred.

8420 Personal health-care leave: Leave for doctor/dentist appointments etc.

9220, 9240 Clothing/uniforms/cleaning: According to **The Labour Standards Act**, employers in certain establishments who require their employees to wear uniforms or special clothing must provide them free of charge and absorb the cost of cleaning and repair. Excludes safety equipment and apparel.

9300 Subsistence allowance: Reimbursement to employees for expenses incurred while travelling on employer business.

9410, 9411 Equal pay: Policies that ensure pay equity regardless of sex, age or other factors. Equal pay for equal work regardless of sex is provided for in **The Labour Standards Act.**

9412 Affirmative Action program: Programs to increase the representation and advancement opportunities of women, native persons and/or handicapped persons in the workplace.

9414 Job sharing: The sharing of a full-time job, usually by two employees.

9440 Union/management committee: A committee that deals with general matters of mutual concern. The committee does not get involved in the grievance procedure or negotiations for agreements.

Appendix B

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Appendix C

List of Agreements Included in the Study by Industry

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Accommodation, Food and Beverage Service			
Bessborough Hotel, Saskatoon	CBRT Local 278	74	88/07/31
Landmark Inn, Regina	CBRT Local 287	43	90/01/08
Place Riel Society, Saskatoon	CUPE Local 1975	11	89/12/31
Rill Food Services, Regina/Saskatoon	HERE Local 767	20	90/10/22
Canway Food Services, Regina	RWDSU Local 568	15	88/06/30
Business Service			
Sask Legal Aid Commission, Province-wide	CUPE Local 1949	76	89/03/31
National Pagette, Regina	CWC	11	88/12/31
Communication and Other Utility			
Sask Power Corp, Province-wide	ECWU Local 649	968	90/01/31
Construction			
ASL Paving Ltd, Saskatoon	Roadbuilders Emps Assoc	177	89/05/31
Refrigeration Installations, Regina/Saskatoon	CAIMAW Local 11	27	89/04/12
GECO Steel Inc., Regina	BSOIW Local 838	24	91/04/30
Various Glazier Contractors, Regina/Saskatoon	PAT Local 1996	180	89/04/30
Education Service			
Prince Albert Rural SD #56	CUPE Local 1634	21	88/12/31
Saskatoon SD #13	CUPE Local 1948	223	88/12/31
Prince Albert Rural SD #56	CUPE Local 832	101	88/12/31
Swift Current SD #94/Comp HS	SEIU Local 336	33	91/12/31
Weyburn RC SD #84/#97/Comp HS	SEIU Local 299	18	89/12/31
Estevan SD #95	SEIU Local 299	7	89/12/31
Melfort SD #100	CUPE Local 2554	17	88/12/31
Regina Public SD #4	CUPE Local 650	174	88/12/31
Saskatoon SD #13	CUPE Local 34	201	88/12/31
Parkland SD #63, Shellbrook	CUPE Local 832	14	88/12/31
St. Pauls RC SD #20, Saskatoon	CUPE Local 2268	207	88/12/31
Wilkie SD #59	CUPE Local 1972	32	89/12/31
Tisdale SD #53	CUPE Local 2016	20	88/12/31
Creighton SD #111	USWA Local 7975	5	90/01/31
Indian Head SD #19	CUPE Local 2492	10	89/12/31
Shamrock SD #38, Foam Lake	CUPE Local 2452	24	88/12/31

Employer/location	Union	No. of full-time employees	Expiry date
Education Service (continued)			
Yorkton Reg High School	CUPE Local 2520	24	88/12/31
Saskatoon Public Library	CUPE Local 2669	71	88/12/31
Gull Lake SD #76	CUPE Local 2583	25	89/06/30
Battle River SD #60, Lloydminster	CUPE Local 3061	11	88/12/31
Finance and Insurance			
Yorkton Credit Union	RWDSU	36	89/12/31
Workers Compensation Board, Regina	SGEU	226	91/12/31
Sask Mutual Insurance Co, Saskatoon	USWA Local 8933	54	90/05/31
Tisdale Credit Union	UFCW Local 1400	12	88/12/31
B & M Holdings Ltd, Saskatoon	SEIU Local 333	16	89/03/31
Government Service			
City of Prince Albert	IAFF Local 510	44	88/12/31
City of Regina	ATU Local 588	232	91/01/01
City of Saskatoon	ATU Local 615	240	90/12/31
City of Swift Current	IAFF Local 1318	16	88/12/31
City of Prince Albert	CUPE Local 160	105	88/12/31
City of North Battleford	CUPE Local 287	59	90/03/31
City of Moose Jaw	CBRT Local 187	31	89/12/31
City of North Battleford	IAFF Local 1756	13	89/12/31
City of Prince Albert	City Police Assoc	83	88/12/31
City of Yorkton	CUPE Local 342	42	89/12/31
City of Estevan	CUPE Local 726	35	89/12/31
City of Saskatoon	CUPE Local 47	69	88/12/31
Town of Kindersley	CUPE Local 2740	22	89/12/31
City of Weyburn	CUPE Local 90	49	88/12/31
One Sky & Other SCIC Projects, Regina/Saskatoon	CUPE Local 3012	10	88/03/31
Town of Unity	CUPE Local 2752	8	89/12/31
Meewasin Valley Authority, Saskatoon	SGEU	14	91/03/31
Town of Shaunavon	SEIU Local 336	8	91/03/31
Health and Social Service			
CNIB, Regina	OPEIU Local 397	13	88/12/31
Wellington Mgt, Regina	CUPE Local 1718	5	88/01/31
Campus Day Care Centre, Saskatoon	CUPE Local 1902	6	88/12/31
Regina Day Care Co-op	CUPE Local 1902	8	88/12/31
Anderson Lodge, Yorkton	CUPE Local 519	13	87/12/31
Rink Avenue Daycare Co-op, Regina	CUPE Local 1902	8	89/08/31
Working for Women of Saskatoon	SGEU	5	89/03/31
Saskatoon Home Care BD #45	SUN Local 141	13	87/12/31
Benian Management Ltd, Regina	CUPE Local 1832	7	88/12/31
Cathedral Area Co-op Daycare, Regina	SGEU	10	89/03/31

Employer/location	Union	No. of full-time employees	Expiry date
Logging and Forestry			
Woodlands Enterprises, Prince Albert	IWA Local 1-184	110	89/03/3
Manufacturing			
Lafarge Canada Inc, Saskatoon	BISBFH Local D331	6	90/12/31
Willock Industries, Regina	USWA Local 4728	70	90/07/31
Dairy Producers - Fluid Div, Saskatoon	Teamsters Local 395	130	91/03/31
Tru-Mix Concrete, Prince Albert	Teamsters Local 395	14	89/03/31
Quality Service Railcar Repair, Regina	BISBFH Lodge 532	67	89/07/31
Westcott Fashions, Saskatoon	UGW Local 481	94	89/12/15
Canada Concrete, Regina	IUOE Local 870	11	88/12/31
Weyerhaeuser Canada, Prince Albert	CPU Local 1120	356	88/07.31
Redi Mix-Block/Pipe Plant, Regina	Teamsters Local 395	15	89/12/31
Signal Industries, Regina	RWDSU Local 568	22	90/06/30
Canasphere Industries, Moose Jaw	SEIU Local 299	6	89/10/31
Saskatoon Boiler Mfg	BISBFH Lodge 600	26	89/02/28
Proctor Ltd, Regina	Employees Union	16	90/02/01
Canada Packers, Saskatoon	UFCW Local 332	80	89/11/15
McGavin Foods, Regina/Moose Jaw/ Yorkton	BCTW Local 389	16	89/03/15
Coca-Cola Ltd, Regina	BFCSD Local 319	72	88/09/25
Canaday's Apparel, Moose Jaw	UGW Local 396	98	90/11/17
Inland Cement (Plant), Regina	BISBFH Local D367	48	88/08/31
Isman Hide and Leather, Regina	UFCW Local 226	7	90/04/30
Inland Metal Mfg, Regina	USWA	12	89/03/14
Interprov Pipe and Steel Corp, Regina	USWA Local 5890/9061	723	90/07/31
Federal Pioneer, Regina	USWA Local 5653	83	89/12/31
Western Automotive Rebuilders, Saskatoon	RWDSU Local 480	66	90/11/30
Crown Paper, Saskatoon	ECWU Local 609	8	90/02/28
RL Cushing Millwork, Moose Jaw	IWA Local 1-184	22	90/03/31
Western Cheque Printers, Saskatoon	GCIU Local 206	6	88/02/14
Saxby Welding & Machine Shop, Regina	USWA Local 5917	8	89/02/28
Weston Bakeries, Regina/Saskatoon/ Moose Jaw	BCTW Local 389	112	90/03/15
Precision Serv & Engineering, Prince Albert	USWA Local 8617	62	89/12/31
Canron Inc, Weyburn	ECWU Local 939	13	90/01/31
Bird Machine Co, Saskatoon	USWA Local 8883	26	90/03/31
Int'l Mill Service, Regina	USWA Local 5917	25	90/09/30
Inland Cement (Office), Regina	BISBFH Local D367	7	90/12/31
Inventronics Ltd, Moose Jaw	USWA Local 8294	37	91/05/31
Develcon Electronics (Assemblers etc.), Saskatoon	USWA	15	90/01/31
West Can Photo, Regina	Employees Assoc	23	89/03/14
Tisdale Alfalfa Dehy	Employees Assoc	5	89/05/31
Develcon Electronics, Saskatoon	Employees Assoc	127	90/02/28
Allied Printing Trades Council, Regina	GCIU Local 75C	60	89/02/14

Employer/location	Union	No. of full-time employees	Expiry date
Manufacturing (continued)			
Mercury Graphics Corp-Sheet, Saskatoon	GCIU Local 206	22	88/02/14
Centax of Canada, Regina	GCIU Local 560	32	89/05/15
Weston Bakeries (Office), Regina	BCTW Local 389	8	90/03/14
Mining			
Prairie Coal, Costello Mine, Estevan	RPCM Local 1623	29	89/06/30
Prairie Coal, Utility Mine, Estevan	SSMU Local 1573	53	89/08/31
Carrot River Peat Moss	IWA Local 1-184	35	88/05/31
Central Canada Potash, Colonsay	USWA Local 7656	361	89/04/30
Other Service			
Nashua Photo Products, Saskatoon	RWDSU Local 480	38	89/04/30
YWCA, Saskatoon	SEIU Local 333	16	89/12/31
Canadian Linen Supply, Saskatoon	RWDSU Local 558	48	89/08/24
Canadian Linen Supply, Regina	SEIU Local 299	10	89/01/31
Barcast Division, Regina	USWA Local 5917	6	88/07/31
Citipark, Regina	SEIU Local 299	21	88/12/31
ANAF Veterans Unit #38, Saskatoon	HERE Local 767	6	91/01/31
Regina SS Humane Society	Teamsters Local 395	11	89/12/31
Real Estate/Insurance			
Crescent Leaseholds, Saskatoon	Employees Assoc	25	88/09/30
Retail Trade			
Hudson Bay Co-op	IWA Local 1-184	9	88/10/31
Battleford & District Co-op	RWDSU	46	90/01/09
Prince Albert Co-op Assoc	RWDSU Local 496	65	89/06/30
Federated Co-op Ltd, Regina	RWDSU Local 540	164	89/10/31
Pioneer Co-op Assoc, Swift Current & Area	RWDSU Local 950	90	88/12/31
Canada Safeway, Regina/Saskatoon	RWDSU Locals 454/480	433	89/06/10
Canada Safeway, Moose Jaw	UFCW Local 1400	58	89/07/29
Sherwood Co-op Assoc, Regina	RWDSU Local 539	52	91/02/14
Shaunavon Co-op Assoc	RWDSU Local 950	12	90/03/31
Boots Drug Stores, Province-wide	UFCW Local 1400	22	90/03/04
Canada Safeway, Regina	BCTW Local 389	8	89/07/01
Transportation and Storage			
CGTX Inc, Moose Jaw	ECWU Local 595	23	90/07/08

Employer/location	Union	No. of full-time employees	Expiry date
Wholesale Trade			
Western Grocers, North Battleford	UFCW Local 1400	10	88/10/08
Western Grocers, Regina	RWDSU Local 454	65	89/07/30
Daxion Inc, Regina	CPU Local 878	5	90/12/31
Western Grocers, Prince Albert	RWDSU Local 496	12	89/07/30
Macdonalds Consolidated, Province-wide	RWDSU	168	89/07/08
Scott National, Regina	RWDSU	40	89/08/13
Codville Company, Regina/Saskatoon	RWDSU Local 454/480	23	89/07/01
Petro Canada, TBRA & Distr, Saskatoon	Employees Union	5	89/12/31
ICG Liquid Gas, Province-wide	IUOE Local 870	49	88/11/30
NDL Sask, Regina	RWDSU	40	89/12/31
Regina News Ltd,	RWDSU Local 568	23	90/09/30
Fort Garry Industries, Regina	Teamsters Local 395	6	90/07/01
Fleming Pedlar Ltd, Province-wide	CAIMAW Local 11	14	88/12/31
Shelly Western, Saskatoon	UFCW Local 1400	99	88/07/30
Wilkinson Co, Saskatoon	USWA Local 4235	12	89/05/31
Acklands Limited, Yorkton	UFCW Local 1400	6	90/10/31
JI Case Canada, Regina	USWA Local 5917	25	90/04/15
Federated Co-op, Saskatoon/Melfort	UFCW Local 1400	335	89/10/31